

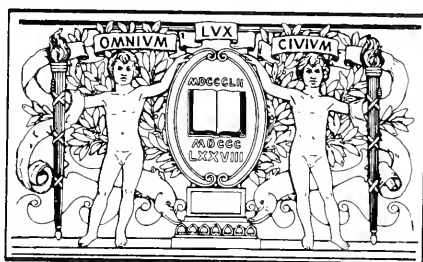
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The Commonwealth of Massachusetts

FORTIETH ANNUAL REPORT

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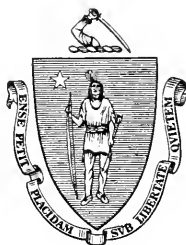
STATISTICS OF LABOR

FOR THE YEAR

1909

BY

THE DIRECTOR OF THE BUREAU OF STATISTICS



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STATISTICS OF LABOR—1909.

INTRODUCTION.

The Fortieth Annual Report on the Statistics of Labor for Massachusetts is presented herewith and consists of four parts, namely, Part I, Changes in Rates of Wages and Hours of Labor; Part II, Strikes and Lockouts; Part III, Labor Organizations; Part IV, Carroll D. Wright: A Memorial.

The several statistical presentations, to the extent that they cover a period of time, are for the year ending December 31, 1909, the report on Strikes and Lockouts being the tenth annual presentation of the subject by this Bureau; that on Changes in Rates of Wages and Hours of Labor being the third regular presentation of this subject; and that on Labor Organizations being the second. While it has not been practicable to present the material constituting this report in its entirety until this date, the several Parts have been issued to the public as soon as each has been completed, so that substantially all of the matter comprising the report has already been published. This branch of the work of the Bureau of Statistics has been in the immediate charge of Mr. Frank S. Drown, Chief Statistician of the Labor Division, who, with the assistance of Mr. Roswell F. Phelps, has made the compilations and supervised the tabulations, and I wish here to express my appreciation of the industry, care, and general efficiency with which this duty has been performed.

Carroll Davidson Wright died after a brief illness at his home in Worcester, February 20, 1909, aged 69 years. He was the second Chief of the Massachusetts Bureau of Statistics of Labor, and in his 15 years' service in this capacity, from 1873 to 1888, placed what had been a struggling and inadequately equipped department upon a substantial and enduring foundation. In 1885 he became the first Commissioner of the United States Department of Labor, which he had been called upon to organize, resigning in 1902 to become presi-

dent of Clark College, in which position he was serving at the time of his death. It has seemed peculiarly fitting that Colonel Wright's services to the Commonwealth and the Nation in the interest of humanity should receive formal recognition in the permanent records of this Bureau, and to Mr. Horace G. Wadlin, his successor as its Chief and his close friend of many years, who consented to prepare the memorial which appears as a part of this report, the undersigned, as well as all who knew Colonel Wright or appreciated his services to mankind, are indebted for this fine tribute.

CHARLES F. GETTEMY,

Director, Bureau of Statistics.

STATE HOUSE, BOSTON,
June 1, 1911.

PART I.

CHANGES IN RATES OF WAGES

AND

HOURS OF LABOR.

CHANGES IN RATES OF WAGES AND HOURS OF LABOR.

INTRODUCTION.

The collection of statistics of changes in rates of wages and hours of labor was begun by this Bureau in 1907; this is, therefore, the third annual report on the subject. While it must be admitted that absolutely complete statistics relating to this subject could scarcely be expected short of a census of all employers of labor in the Commonwealth, it is believed that this report as it stands records all of the important changes in rates of wages and hours of labor which took place in Massachusetts during the year ending December 31, 1909, and that the statistics contained herein fairly reflect the condition of labor in the Commonwealth and illustrate the progressive movement in the several industries in so far as this is to be gauged from an upward or downward trend of wages and hours.

The general upward movement in rates of wages which began in 1904 reached its highest point elsewhere in 1907,¹ in which year the net amount of increase a week in Massachusetts was \$141,635. In the latter part of 1907 an industrial depression set in, which was followed a few months later by a downward movement in wages.

During 1908 there were 101,367 wage-earners who had their rates of wages changed. Of this number 95,420 sustained reductions, and the net result of all the changes was a decrease of \$89,567 a week. The early part of 1909, however, saw encouraging progress toward a return to the normal conditions of prosperity which were so disastrously upset by the panic of 1907. During the year of 1909, 18,329 wage-earners had their rates of wages changed and of this number 18,133 received increases, and the net result of all the changes was

¹ Although this Bureau has no official data relative to changes in rates of wages previous to October, 1906, the statistics published by the New York State Department of Labor, the Canadian Department of Labour, and the Labour Department of the British Board of Trade show that the upward movement in wages which began in 1904 reached its highest point in 1907.

an increase of \$17,393 a week. The corresponding net weekly increases or decreases in the three years were as follows:

1907,	+ \$141,635
1908,	— 89,567
1909,	+ 17,393

The net amount of change during the three years, 1907–1909, was thus an increase of \$69,461 a week.

Of the 18,329 wage-earners affected by changes in rates of wages during 1909, 18,133 (including 5,331 in the building trades, 4,955 in the cotton-goods industry, 1,735 employed on street railways, and 1,082 in the stone-working industry) received advances and 196 (including 110 in the flax, hemp, and jute industries) sustained decreases.

The wages of 3,386 employees, or 18.47 per cent of the total, were changed by voluntary action on the part of the employer, while changes in the wages of 14,943, or 81.53 per cent of the total, were arranged at the request of the employees or their representatives.

The number of wage-earners whose changes in rates of wages were preceded by strike or lockout during this year of returning prosperity formed 40.81 per cent of the total number whose changes were arranged as a result of requests made by the employees, as compared with 21.21 per cent in 1908, a period of industrial depression, and 4.55 per cent in 1907, a period of prosperity.

The number of employees who received increases in wages in 1909 through the aid of the labor organizations was 14,493, or 94.55 per cent of all the advances arranged as a result of requests made by the employees.

The proportion of wage-earners whose increases in 1909 were arranged by arbitration boards was 14.45 per cent; the remainder, 85.55 per cent, were arranged by direct negotiations between employers and employees or their representatives.

The changes in hours of labor recorded in 1909 affected 46,198 wage-earners. Of these, 45,815 had their working hours reduced, 25,389 of this number being employed in the cotton-goods industry. The net effect of all the changes was a reduction of 115,552 hours in the weekly working time of the employees affected.

The statistical tables dealing with details are given on pages 48

to 108. Specimens of the forms used in the collection of these statistics may be found on pages 109-112. In order that the report may be intelligently consulted some space has been devoted to an explanation of the scope of the report, the method followed in gathering the data, definitions of the terms used in tabulating and presenting the same, and the pointing out by means of text analysis some of the more significant results of the inquiry. These introductory pages, therefore, are devoted to:

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I.

DEFINITIONS AND EXPLANATION OF TERMS.

Rates of wages should not be confounded with earnings. By rates of wages is meant the sum paid for a full week's work, no deduction being made for short time and no addition made for overtime. The statistics of wages in this report show the rise and fall in the recognized *market price* of a certain quantity and quality of labor, but they do not, and are not intended to, measure the rise and fall in the aggregate or average *earnings* of labor.

The earnings of employees are dependent not only on the rates of wages but on the extent of employment. While rates of wages may be the same in a good and bad year, the earnings of workmen will be very different. There is, however, a close connection between a rise in the rates of wages and a rise in earnings. An abundance of work and a scarcity of suitable employees serve to increase the rates and also to raise the earnings by increasing overtime and reducing irregularity of work. On the other hand, it is possible for too rapid a rise in rates of wages to diminish employment by increasing cost of production, and thus, ultimately, to decrease earnings. As a general rule, earnings and rates of wages tend to vary in the same direction, although earnings in most industries go up and down much more quickly than rates of wages, which generally show a certain degree of permanence.

A change in the rates of wages as used in this report is defined as a change in the weekly, daily, or hourly rate of remuneration of a certain class of employees, apart from any change in the nature of the work performed, or apart from any revision of rates due to the increased length of service or experience of the workingman.

The following classes of changes which, either from the point of view of the individual workingman or of the occupation generally, are liable to be confused with changes in the rates of wages are expressly excluded by the above definition:

(1) Changes in average earnings in an occupation which are due to alterations in the proportions which the higher and lower paid classes of employees bear to each other. Such changes come about silently and almost unobserved, and are not, as a rule, matters for negotiation or agreement between

employers and employees. Moreover, such changes do not admit of comparative statement, since the earnings compared are not those of persons performing the same class of work.

(2) Changes in the rates of pay for individuals due to promotions, or progressive increments of wages. In some occupations (for example, street railway employees) the rates of pay of various classes of employees are regulated by scales. The rates of pay, therefore, of individuals may be continually altering. Such internal changes, however, are not to be regarded as real changes in the rates of wages so long as the limits of the scales for each class of employees remain unaltered for work of the same kind.

(3) Purely seasonal changes in weekly wages which regularly occur at certain periods of the year in certain occupations. The change, as a rule, is accompanied by a change of hours of labor for the summer and winter months respectively, and merely represents the effect on weekly wages of this change of hours, the hourly rate of pay remaining the same.

(4) Changes in the terms of employment which merely provide for extra compensation for extra work. A good example is afforded by some of the minor readjustments of piece-price lists such as those governing the boot and shoe industry. A similar class of changes is the reduction of piece-prices for work performed by particular operatives in consideration of extra assistance provided either by other operatives or by machinery.

In the present report a number of small changes, affecting less than five employees in each case, are not included. Changes in piece-prices for making particular classes of goods, known to have but a small effect on weekly earnings, but the exact amount of which could not be computed, have also been omitted. The industry classification used is the same as that for Strikes and Lockouts. (See Thirty-ninth Annual Report on the Statistics of Labor, 1908, Part I, pages 122 to 135.)

It would be very interesting to be able to show the *proportion* of the industrial population affected by changes in rates of wages during the past three years. To do this, however, obviously involves having knowledge of the total industrial population of the *State* properly classified by industries, and such a total is obtainable only by means of a *census*, such as is now taken every five years, but which could not be taken annually except at great expense; and unfortunately we cannot correlate annual wage statistics with population statistics, even with population figures secured quinquennially as a basis, since the classifications of occupations in the census have not hitherto

been in agreement with the classifications adopted by this Bureau for its tabulations of labor statistics.¹ This difficulty happily bids fair to disappear very materially after the results of the United States Census of 1910 are available.²

The changes which take place each year may be classified, as to the methods of arrangement, in many ways. First of all we may consider the three following classes:

- A. Changes made voluntarily by the employers.
- B. Changes made by means of sliding scale systems.
- C. Changes made at the request of the employees.

The largest number of changes fall under the third division. Changes arranged by this method are further classified in this report as follows:

- (a) Without strike and after strike.
- (b) With and without the aid of labor organizations.
- (c) By direct negotiations between the parties, or their representatives, and by arbitration.

¹ For a more detailed explanation of these differences in classifications the reader is referred to the Thirty-ninth Annual Report on the Statistics of Labor, 1908, pages 222-224.

² In the United States Census for 1910 a very important change has been made in the population schedule with reference to the return of occupations. At the last census only a single column was devoted to the return of occupations, and the result was that in many cases the designation was not sufficiently clear to permit a close determination of the industrial distribution of the inhabitants. At the present census there are three interrogatories relating to occupation, namely:

(1) Trade or profession of, or particular kind of work done by, this person (illustrated by such examples as *spinner, salesman, laborer*, etc.).

(2) General nature of industry, business, or establishment in which this person works (illustrated by such examples as *cotton mill, department store, street work*, etc.).

(3) Whether an employer, employee, or working on own account

This change will not only permit a more precise definition of occupations, but it will also be possible to group those gainfully occupied in two different ways: first, according to the profession, trade, or craft which they themselves pursue; and, second, according to the industry or business with which they are connected. Thus, a blacksmith may be employed in a village shop or in a railroad machine-shop or in a shipyard. Under the old schedule, if all blacksmiths were reported as such, the shipbuilding industry or the railroad business would not be credited with its full number of employees; whereas, on the other hand, if the blacksmith were reported merely as a railroad-shop worker or a shipyard worker, the total number pursuing this particular craft was not shown. The new question distinguishing employers from employees and from those working on their own account, although it involves some difficulties and will probably not result in strictly accurate returns in certain cases, will nevertheless throw much needed light upon the actual industrial status of the people of the country. — *Extract from address delivered by E. Dana Durand, Director of the Census, before the American Statistical Association, New York, N. Y., December 23, 1909.*

II.

SCOPE AND METHOD OF REPORT.

The sources of the information contained in this report were various. A portion of the force of the Bureau was employed during the year in examining the files of a large number of newspapers of the State as well as the periodical reports of employers' associations, labor organizations, and the State Board of Conciliation and Arbitration, for the purpose of finding all references to changes in rates of wages and hours of labor. The data obtained in this way were often not complete from a statistical point of view. To enable the Bureau to approach the employers and the employees, or their representatives, with the request for precise particulars, schedules asking for the number and occupation of employees affected by the change, the rates of wages both before and after the change, and the method by which the change was effected, were sent out.¹ When the returns came in they were carefully compared, and the data, which were based on reports made by those best able to furnish the information desired, were tabulated. The statistics, therefore, are believed to be as accurate and complete as it is possible, under existing circumstances, to secure. The assistance rendered both by employers and trade union officials was most valuable, and, indeed, essential to the results obtained.

Since these statistics are most useful in tracing the operation of the tendencies of the wages market over a period of years, it has been thought desirable to devote considerable space to the comparison of the figures for the three years, 1907-1909.

¹ For specimen forms of inquiry see pages 109 to 112.

III.

GENERAL SUMMARY OF RESULTS OF INQUIRY.

1. CHANGES IN RATES OF WAGES.

So far as could be ascertained by this Bureau, the total number of wage-earners whose rates of wages were changed during 1909 was 18,329. Of these, 18,133 received increases amounting to \$17,839.01 a week and 304 sustained decreases amounting to \$446.03 a week. The net result of all the changes was, therefore, an increase of \$17,392.98 a week.

There was a much smaller number of wage-earners receiving changes in rates of wages in 1909 as compared with 1908 and 1907, due chiefly to the comparatively small number of changes in the cotton-goods industry (4,955 in 1909 as compared with 83,403 in 1908 and 97,220 in 1907). The total number of wage-earners whose wages were changed in 1909 was 18,329 as compared with 101,367 in 1908 and 166,634 in 1907. The net result of all the changes in 1909 was an increase of \$17,392.98, or an average of 95 cents a week, as compared with a decrease in 1908 of \$89,566.70, or an average of 88 cents a week, and an increase in 1907 of \$141,634.71, or an average of 85 cents a week. The net gain in wages during the three years, 1907-1909, was \$69,460.99.

Of the 18,133 employees whose wages were increased in 1909, 5,331, or 29.40 per cent, were in the building trades; 4,955, or 27.33 per cent, were in the cotton-goods industry; 1,735, or 9.57 per cent, were employed on street railways; 1,082, or 5.97 per cent, were in the stone-working industry, and 5,030 in 20 other industries.

Of the 304 employees whose wages were reduced, 108, or 35.53 per cent, were in the building trades; 110, or 36.18 per cent, in the flax, hemp, and jute goods industry; and 86 in three other industries. The following table shows the net results of changes which occurred in each industry during each of the years 1907-1909:

*Net Results of the Changes in RATES OF WAGES in 1907, 1908, and 1909:
By Industries.*

INDUSTRIES.	NET AMOUNT OF INCREASE (+) OR DECREASE (—) IN THE WEEKLY WAGES OF THOSE AFFECTED IN —			Net Amount of Increase (+) or De- crease (—) in Period 1907-1909
	1909	1908	1907	
Building and Stone Working.				
Building trades,	+ \$6,740.56	+ \$1,582.94	+ \$21,073.17	+ \$29,396.67
Building and street labor,	+287.40	+150.00	+834.60	+1,272.00
Stone working,	+955.36	+706.96	+283.56	+1,945.88
Clothing.				
Boots and shoes,	+1,273.88	+1,734.68	+2,420.38	+6,428.94
Garments,	+280.00	+138.50	+134.00	+552.50
Hats, caps, and furs,	—	—	+104.00	+104.00
Shirts, collars, and laundry,	+15.00	—	+11.00	+26.00
Food, Liquors, and Tobacco.				
Food products,	+405.00	+144.00	+118.50	+667.50
Liquors,	+472.50	+401.86	+338.99	+1,213.35
Tobacco,	—	—120.00	+488.00	+368.00
Leather and Rubber Goods.				
Leather and leather goods,	—	—	+100.00	+100.00
Rubber and gutta percha goods,	—15.39	—	+166.88	+151.49
Metals, Machinery, and Shipbuilding.				
Iron and steel manufactures,	+234.96	+760.29	+2,935.09	+3,930.34
Miscellaneous metal manufactures,	+64.26	—	+315.29	+379.55
Shipbuilding,	—	+13.50	+112.38	+125.88
Printing and Allied Trades.				
Printing and publishing,	+1,052.26	+65.50	+2,709.70	+3,827.46
Bookbinding and blankbook making,	+78.60	—	+15.00	+93.60
Lithographing and engraving,	—	+14.00	—	+14.00
Public Employment.				
Federal employees,	+500.22	+1,474.36	+2,310.90	+4,285.48
State employees,	—	+159.12	+1,316.18	+1,475.30
Municipal employees,	+34.01	+423.51	+5,489.54	+5,947.06
Restaurants and Retail Trade.				
Restaurants,	+6.00	—	—	+6.00
Textiles.				
Bleaching, dyeing, and printing,	—	—42.16	+411.14	+368.98
Cotton goods,	+2,402.17	—89,972.78	+70,615.52	—16,955.09
Flax, hemp, and jute goods,	—202.40	—1,050.00	+399.40	—853.00
Hosiery and knit goods,	—	—3,258.19	+1,117.72	—2,140.47
Woolen and worsted goods,	+48.17	—2,427.96	+6,607.19	+4,227.40
Other textiles,	+161.30	—	—	+161.30
Transportation.				
Railroads,	+1,352.51	+270.54	+16,620.50	+18,243.55
Teaming,	—	+623.65	+1,693.74	+2,317.39
Navigation,	—	—	+352.00	+352.00
Freight handling,	—	+21.60	—	+21.60
Telegraphs,	—	—	+808.23	+808.23
Wooden Manufactures.				
Planing-mill products,	—	—	+60.00	+60.00
Cooperage,	—	—	+86.70	+86.70
Wood turning and carving,	—	—167.00	+300.00	+133.00

*Net Results of the Changes in RATES OF WAGES in 1907, 1908, and 1909:
By Industries — Concluded.*

INDUSTRIES.	NET AMOUNT OF INCREASE (+) OR DECREASE (—) IN THE WEEKLY WAGES OF THOSE AFFECTED IN —			Net Amount of Increase (+) or De- crease (—) in Period 1907-1909
	1909	1908	1907	
Others.				
Barbering,	—	—	+170.00	+170.00
Chemicals,	+21.86	—	+111.00	+132.86
Glass and glassware,	+1,002.13	—1,002.13	—	—
Paper and paper goods,	—	—32.09	+53.73	+21.64
Stationary enginemen,	+188.62	—	+868.39	+1,057.01
Theatres and music,	+34.00	+7.50	+71.00	+112.50
Water, light, and power,	—	—186.80	+11.29	—175.51
All Industries,	+\$17,392.98	—\$89,566.70	+\$141,634.71	+\$69,460.99

The changes in the three years, 1907–1909, have resulted in a net rise in wages in each industry except cotton goods; flax, hemp, and jute goods; hosiery and knit goods; and water, light and power. Of the aggregate rise of \$69,460.99 a week, the building trades accounted for \$29,396.67; railroads for \$18,243.55; the boot and shoe industry for \$6,428.94; and municipal employees for \$5,947.06.

Comparative figures relating to the methods by which changes in wages have been arranged during the years 1907–1909 are given in the following summary:

YEARS.		EMPLOYEES WHOSE CHANGES IN RATES OF WAGES WERE ARRANGED —						Totals
		BY VOLUNTARY AC- TION OF EMPLOYERS		UNDER SLIDING SCALES		AT REQUEST OF EMPLOYEES		
		Number	Percent- ages	Number	Percent- ages	Number	Percent- ages	
1907,		81,428	48.87	20,730	12.44	64,476	38.69	166,634
1908,		77,510	76.46	19,552	19.29	4,305	4.25	101,367
1909,		3,386	18.47	—	—	14,943	81.53	18,329
1907-1909,		162,324	56.69	40,282	14.07	83,724	29.24	286,330

A. VOLUNTARY CHANGES.

The rates of wages of 3,386 employees, or 18.47 per cent of the total number whose rates of wages were affected in 1909, were changed by voluntary action on the part of the employers, and of this number the wages of 3,190 were increased. The effect of all changes made in this manner was to produce a net weekly increase

of \$2,792.62. It is natural that nearly all reductions in wages should be made by voluntary action on the part of the employers, the only instance in which reductions would be classified as being granted at request of employees being when a substantial reduction in hours was made at the same time.

Compared with the years 1908 and 1907, when the wages of 77,510 and 81,428 employees, respectively, were *changed* by voluntary action (76.46 and 48.87 per cent of the total number whose wages were changed), we find that the proportion whose wages were *increased* in this manner was 17.59 per cent in 1909 as compared with 27.61 per cent in 1908 and 48.79 per cent in 1907. The average weekly increase per employee was \$0.97 in 1909, \$1.39 in 1908, and \$0.67 in 1907. The average weekly decrease was \$1.61 in 1909, \$0.86 in 1908, and \$1.61 in 1907.

The principal voluntary increases were those affecting 1,146 employees in the cotton-goods industry who were granted a five per cent increase, 731 employees in the glass and glassware industry who received an increase of 10 per cent, and 438 Federal employees who received increases varying from \$0.48 to \$6.00 a week.

B. CHANGES BY MEANS OF SLIDING SCALE SYSTEMS.

The only instance in which the wages of employees in Massachusetts are changed by sliding scales is in the case of the operatives in the cotton mills in Fall River which are members of the Cotton Manufacturers' Association of that city, although it should be noted in this connection that the wages of a large proportion of the cotton-mill operatives throughout New England usually rise and fall at the same time and in the same proportion as the wages of the Fall River operatives. No changes in wages were arranged by this method during 1909.¹ In 1908 there were 19,552 cotton-mill operatives in Fall River whose wages were reduced 17.94 per cent as compared with 20,730 whose wages were increased 10 per cent in 1907, the result of these changes being a net weekly decrease of \$14,829.14 for the two years.

C. CHANGES MADE AT REQUEST OF EMPLOYEES.

The wages of 14,943 employees, or 82.41 per cent of the total number whose rates of wages were increased, were increased at

¹ For a description of the operation of the Fall River Sliding Scale of Wages during 1909, see pages 44-47.

the request of the employees in 1909. In 1908 and 1907 the percentages were 72.39 and 38.73 respectively. The average weekly increase per employee was \$0.99 in 1909, \$1.64 in 1908, and \$1.07 in 1907.

Of the 14,943 employees whose wages were increased at their request, 5,152, or 34.48 per cent, were in the building trades, 3,809 in the cotton-goods industry, 1,656 on railroads, 1,006 in the stone-working industry, and 3,320 in 15 other industries.

In the following table are shown the percentages of wage-earners whose changes in wages were arranged by several methods at the request of employees during the years 1907-1909:

YEARS.	EMPLOYEES WHOSE WAGES WERE CHANGED AT REQUEST OF EMPLOYEES						
	Total Number	PERCENTAGES					
		Without Strike	After Strike	With Aid of Labor Organiza- tions	Without Aid of Labor Organiza- tions	By Direct Negotia- tions	By Arbi- tration
1907,	64,476	95.32	4.68	83.78	16.22	89.84	10.16
1908,	4,305	78.79	21.21	88.69	11.31	95.47	4.53
1909,	14,943	59.19	40.81	94.55	5.45	85.56	14.44
1907-1909,	83,724	88.02	11.98	85.95	14.05	89.36	10.64

(a) *Increases Effected Without Strike and After Strike.*

The statistics for the three years, 1907-1909, appear to bear out the facts that requests for increases in wages are more readily granted by employers in periods of industrial prosperity than during periods of depression, and that during periods of readjustment following industrial depressions a large proportion of increases in wages are granted as a result of strike action by the employees. During 1909, a period of industrial readjustment, of the total number who received increases in wages at the request of employees, 59.19 per cent received increases without strike as compared with 78.79 per cent in 1908, a period of industrial depression, and 95.45 per cent in 1907, a period of prosperity.

In 1909 the increase in the wages of 8,845 employees, or 59.19 per cent of the total number receiving increases at the request of employees, were granted without strike, and amounted to \$9,459.54 weekly, or an average of \$1.07 per employee over what had been the prevailing rate. The employees who obtained increases after strike

numbered 6,098, and the average weekly increase per employee was \$0.86. The average weekly increases in wages granted without strike per employee were \$1.08 in 1907, \$1.70 in 1908, and \$1.07 in 1909, while the average increases granted after strike were \$0.95 in 1907, \$1.41 in 1908, and \$0.86 in 1909.

Of the 8,845 employees whose wages were increased without cessation of work, 3,821, or 43.20 per cent, were in the building trades, 1,581 were railroad employees, 823 were in the printing and publishing industry, and 2,620 were in 15 other industries. Of the 6,098 employees whose wages were increased after strike, 3,809, or 62.46 per cent, were in the cotton goods industry, 1,331 were in the building trades, 342 were in the stone-working industry, and 616 were in six other industries.

In the above statements it should be noted that no account has been taken of strikes for increases in wages which failed or of threatened strikes which may have influenced the changes in wages made.

(b) *The Effect of Labor Organizations.*

Of the 14,943 employees whose wages were increased at the request of employees in 1909, 14,129, or 94.55 per cent, obtained increases through the aid of labor organizations, while but 814 received increases without such assistance. The proportion of wage-earners who received increases through the aid of labor organizations was somewhat greater than in 1908 and 1907, when the percentages were 88.69 and 83.75 respectively. In 1907, however, the wages of 20,730 cotton-mill operatives in Fall River were increased under the sliding scale agreement, which was adopted after considerable agitation on the part of the Textile Council of that city. The average weekly rates of increase per employee in 1909 were, however, smaller for those employees who obtained their increases with the aid of labor organizations than for those who obtained them without such assistance, the average rates being \$0.96 and \$1.37 respectively.

Of the 14,129 employees who obtained increases in wages with the aid of labor organizations, 8,297 were granted advances without strike and 5,832 after strike; 12,051 employees were granted increases by direct negotiations and 2,078 by arbitration. Of the 814 employees who obtained increases in wages without the aid of labor organizations, 548 were granted advances without strike and

266 after strike; 734 employees were granted increases by direct negotiations and 80 by arbitration.

Of the 14,129 employees who obtained increases in wages with the aid of labor organizations, 5,121, or 36.24 per cent, were in the building trades, 3,809 were in the cotton-goods industry, 1,656 were railroad employees, and 3,543 were employed in 12 other industries. Of the 814 employees who received increases in wages without the aid of labor organizations, 300 were smokehouse employees, 152 were in the silk-goods industry, 130 were building and street laborers, and 232 were employed in eight other industries.

(c) Changes Effected through Direct Negotiations and by Arbitration.

Of the 14,943 employees who received increases upon their own request during 1909, 12,785, or 85.56 per cent, received increases through direct negotiations with the employers, and of this number 12,051 received increases with the aid of labor organizations and 734 without such aid. In 1908, 4,110, or 95.47 per cent, received increases as a result of direct negotiations, and of this number 3,623 received increases with the aid of labor organizations and 487 without such aid, while in 1907, 57,827, or 89.85 per cent, received increases as a result of direct negotiations, and of this number 47,370 received increases with the aid of labor organizations and 10,457 without such aid.

Of the 12,785 employees who obtained increases in wages by direct negotiations, 6,782 were granted advances without strike and 6,003 after strike. Of the 2,158 employees who obtained increases in wages by arbitration, 2,063 were granted advances without strike and 95 after strike.

Of the 12,785 employees whose increases in wages were arranged by direct negotiations, 5,152, or 40.30 per cent, were in the building trades, 3,809 in the cotton-goods industry, 1,006 in the stone-working industry, and 2,818 in 18 other industries. Of the 2,158 employees whose increases in wages were arranged by arbitration, 1,446, or 67.01 per cent, were street railway employees, 550 were in the printing and publishing industry, and 162 were employed in other industries.

There were but 2,158 employees, or 14.44 per cent of the total

number who obtained increases at the request of employees, whose advances were arranged by arbitration in 1909. The number whose increases were arranged by this method in 1908 was 195, or 4.53 per cent of the total, and, in 1907, 6,529, or 10.15 per cent of the total.

D. LOCALITIES AFFECTED.

During 1909, 4,541 employees in Boston were affected by changes in wages, 4,496 receiving increases and 45 sustaining reductions. Other cities in which large numbers were affected were: Fall River, 3,896; Salem, 1,234; New Bedford, 950; Worcester, 751; Springfield, 612; Lynn, 558. The localities in which the employees received the largest net increases were: Boston, \$4,372.04; Fall River, \$2,009.98; Worcester, \$1,340.94; New Bedford, \$1,319.49; Lynn, \$1,187.25; Salem, \$724.60; Springfield, \$699.81.

2. CHANGES IN HOURS OF LABOR.

As compared with the number of employees affected by changes in wages, the number whose hours of labor were changed in 1909 was somewhat larger. It should be borne in mind that the changes recorded do not include temporary reductions in the working hours owing to changes in the condition of business, or regularly recurring seasonal alterations, as in the building and retail trades.

The changes reported affected 46,198 employees, of whom 45,815 had their hours of labor reduced and 383 had their hours increased. The net effect of all the changes was a reduction of 115,552 hours in the weekly working time of the employees affected.

Of the employees whose hours were changed, 25,389, or 54.96 per cent, were in the cotton-goods industry; 6,059 in the building trades; 3,597 in the retail trade; 3,363 in the printing and publishing industry; 2,428 in the woollen and worsted goods industry; and 5,362 in other industries.

In the following table the total number of employees whose hours were changed is shown for each of the three years, 1907-1909, together with the total net amount of reduction in weekly hours:

YEARS.	NUMBER OF EMPLOYEES AFFECTED BY CHANGES IN HOURS OF LABOR —			Net Amount of Weekly Reduction as Compared with Each Preced- ing Year
	Which Re- sulted in Net Decreases	Which Re- sulted in Net Increases	Totals	
1907,	24,107	298	24,405	119,964.0
1908,	4,428	89	4,517	23,213.8
1909,	45,815	383	46,198	115,552.2
1907-1909,	74,350	770	75,120	258,730.0

The high figure for 1909 was due to the reduction of two hours in the weekly working time of 27,928 employees in a number of textile mills in anticipation of the 56-hour law, which was to take effect January 1, 1910.

The following table shows the net results of changes which occurred in each industry during each of the years, 1907-1909:

*Net Results of the Changes in HOURS OF LABOR during the Years, 1907-1909:
By Industries.*

INDUSTRIES.	NET AMOUNT OF DECREASE (—) OR INCREASE (+) IN THE WEEKLY HOURS OF LABOR OF THOSE AFFECTED IN —			Total Net Amount of Decrease (—) or In- crease (+) in Period 1907-1909
	1909	1908	1907	
Building and Stone Working.				
Building trades,	—22,119.3	—5,881.3	—6,084.0	—34,084.6
Building and street labor,	—120.0	—1,080.0	—858.0	—2,058.0
Stone working,	—237.6	—46.0	—	—283.6
Clothing.				
Boots and shoes,	+141.0	—15.0	—31,902.0	—31,776.0
Garments,	—677.0	—2,775.0	—948.0	—4,400.0
Hats, caps, and furs,	—	—	—216.0	—216.0
Shirts, collars, and laundry,	—	—	—44.0	—44.0
Food, Liquors, and Tobacco.				
Food preparations,	—	—	—18,900.0	—18,900.0
Liquors,	—831.0	—204.0	—870.0	—1,905.0
Leather and Rubber Goods.				
Rubber and gutta percha goods,	—1,285.8	—	—	—1,285.8
Metals, Machinery, and Shipbuilding.				
Iron and steel manufactures,	—66.4	—536.3	—4,738.0	—5,340.7
Miscellaneous metal trades,	—	—208.0	—8,531.0	—8,739.0
Shipbuilding,	—	—	—450.0	—450.0
Printing and Allied Trades.				
Printing and publishing,	—17,645.5	—1,506.0	—	—19,151.5
Bookbinding and blankbook making,	—7,948.5	—150.0	—2,472.0	—10,570.5
Lithographing and engraving,	—137.0	—	—	—137.0

*Net Results of the Changes in HOURS OF LABOR during the Years, 1907-1909:
By Industries — Concluded.*

INDUSTRIES.	NET AMOUNT OF DECREASE (—) OR INCREASE (+) IN THE WEEKLY HOURS OF LABOR OF THOSE AFFECTED IN —			Total Net Amount of Decrease (—) or In- crease (+) in Period 1907-1909
	1909	1908	1907	
Public Employment.				
State employees,	-	-3,208.0	-5,749.0	-8,957.0
Municipal employees,	-	-445.7	-1,272.0	-1,717.7
Restaurants and Retail Trade.				
Hotels and restaurants,	-613.0	-	-	-613.0
Retail trade,	-3,899.6	-340.5	-	-4,240.1
Textiles.				
Cotton goods,	-50,778.0	-	-146.0	-50,924.0
Woolen and worsted goods,	-4,856.0	-	-138.0	-4,994.0
Other textiles,	-222.0	-	-	-222.0
Transportation.				
Railroads,	+1,500.0	-4,890.0	-	-3,390.0
Teaming,	-	-	-5,775.0	-5,775.0
Wooden Manufactures.				
Wood turning and carving,	-4,435.0	-	-264.0	-4,699.0
Miscellaneous.				
Barbering,	-529.5	-98.0	-21,085.0	-21,712.5
Chemicals,	-720.0	-	-	-720.0
Paper and paper goods,	-	-1,830.0	-1,496.0	-3,326.0
Stationary enginemn,	-72.0	-	-7,676.0	-7,748.0
Water, light, and power,	-	-	-350.0	-350.0
All Industries,	-115,552.2	-23,213.8	-119,964.0	-258,730.0

Of the 45,815 employees who received reductions in hours during 1909, 27,928, or 60.96 per cent, received reductions in anticipation of the 56-hour law which was to go into effect on January 1, 1910. 12,084 received reductions at their own request, and 5,803 received voluntary reductions. There were 11,363 employees who received reductions without strike and 721 who obtained decreases after strike; 8,546 employees secured reductions with the aid of labor organizations and 3,538 received reductions without such assistance. Only 16 employees obtained decreases by arbitration.

During 1909, 16,173 employees in New Bedford received reductions in their weekly hours of labor. Other cities in which a large number of workingmen were granted reductions in hours were: Boston, 5,488; Holyoke, 4,334; and Springfield, 3,824.

In 1909 there were 1,091 employees who obtained the nine-hour

day and 5,302 employees who obtained the eight-hour day as compared with 255 and 1,093 in 1908 and 3,214 and 3,063 in 1907.

Of the 45,815 employees who received reductions in hours of labor, 15,187, or 33.15 per cent, were females. The industries in which the largest numbers of female employees received decreases in hours were: Cotton goods, 11,558; woolen and worsted goods, 1,126; printing and publishing, 783; and bookbinding and blank-book making, 730.

IV.

DETAILED REPORT BY INDUSTRIES.

In the preceding general summary changes in rates of wages and hours of labor have been dealt with as a whole. For the convenience, however, of those who are especially interested in particular industries certain facts concerning changes in the more important industries of Massachusetts have been brought together in the following sections.

1. BUILDING AND STONE WORKING.

A. BUILDING TRADES.

Changes in Rates of Wages. — During the year 1909 the changes in this industry affected 5,331 employees, or 29.09 per cent of the total number in all industries, as compared with 993, or one per cent, in 1908 and 14,220, or 8.5 per cent, in 1907. Of these employees, 5,331 received increases in 1909 amounting to \$6,870.16, and 108 of those who received increases also sustained decreases amounting to \$129.60, the net result being an increase of \$6,740.56 a week as compared with a net increase of \$1,582.94 in 1908 and a net increase of \$21,073.17 in 1907. Of the 5,331 employees affected in 1909, 2,471 were in Boston, 434 in Springfield, and 368 in Lawrence.

The following table shows the extent to which each of the occupations included in this industry was affected:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease
Bricklayers, masons, and plasterers, 1907, . . .	1,154	\$2,451.80	\$2.12
Bricklayers, masons, and plasterers, 1908, . . .	51	122.40	2.40
Bricklayers, masons, and plasterers, 1909, . . .	1,186	2,186.90	1.84
Carpenters, 1907,	9,110	12,883.95	1.41
Carpenters, 1908,	213	398.40	1.87
Carpenters, 1909,	1,218	1,289.22	1.06
Electrical workers, 1907,	60	72.00	1.20
Electrical workers, 1908,	19	28.50	1.50
Electrical workers, 1909,	247	587.64	2.38
Elevator constructors, 1907,	105	148.50	1.41
Elevator constructors, 1908,	90	162.00	1.80
Elevator constructors, 1909,	80	48.00	.60
Elevator constructors' helpers, 1908,	60	57.60	.96
Elevator constructors' helpers, 1909,	80	24.00	.30
Hoisting and portable engineers, 1907,	19	22.80	1.20
Hoisting and portable engineers, 1909,	32	51.20	1.60

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Lathers, 1907,	168	\$435.06	\$2.59
Lathers, 1909,	61	169.50	2.78
Painters, decorators, and paperhangers, 1907,	2,085	2,634.88	1.26
Painters, decorators, and paperhangers, 1908,	244	330.54	1.35
Painters, decorators, and paperhangers, 1909,	1,903	1,676.94	.88
Plumbers, steamfitters, and gasfitters, 1907,	757	899.94	1.19
Plumbers, steamfitters, and gasfitters, 1909,	395	663.40	1.68
Roofers, 1907,	239	394.50	1.65
Roofers, 1908,	147	276.00	1.88
Roofers, 1909,	8	24.00	3.00
Sheet metal workers, 1907,	71	106.50	1.50
Sheet metal workers, 1909,	119	146.36	1.23
Others, 1907,	426	1,031.04	2.42
Others, 1908,	157	221.90	1.41
Others, 1909,	2	3.00	1.50
Totals, 1907,	14,194	\$21,080.97	\$1.49
Totals, 1908,	981	\$1,597.34	\$1.63
Totals, 1909,	5,331	\$6,870.16	\$1.29

In 1909 there were 179 employees who received voluntary increases, in 1908 there were no voluntary increases, and in 1907 there were 16.

In 1909 the number of workmen who received increases after strike was 1,331, or 25.83 per cent of all in this industry who received increases at request of employees, while in 1908 and 1907 the percentages were 26.6 and 1.14 respectively.

The following table shows to what extent the building trades workmen received increases without strike and after strike:

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Bricklayers, masons, and plasterers, 1907,	1,154	\$2,451.80	\$2.12	-	-	-
Bricklayers, masons, and plasterers, 1908,	51	122.40	2.40	-	-	-
Bricklayers, masons, and plasterers, 1909,	465	1,012.20	2.18	550	\$798.50	\$1.45
Carpenters, 1907,	9,075	12,837.75	1.41	35	46.20	1.32
Carpenters, 1908,	163	314.40	1.93	50	84.00	1.68
Carpenters, 1909,	1,112	1,165.22	1.05	106	124.00	1.17
Electrical workers, 1907,	60	72.00	1.20	-	-	-
Electrical workers, 1908,	19	28.50	1.50	-	-	-
Electrical workers, 1909,	-	-	-	247	587.64	2.38
Elevator constructors, 1907,	105	148.50	1.41	-	-	-
Elevator constructors, 1908,	90	162.00	1.80	-	-	-
Elevator constructors, 1909,	80	48.00	.60	-	-	-

OCCUPATIONS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Elevator constructors' helpers, 1908, . . .	60	\$57.60	\$0.96	-	-	-
Elevator constructors' helpers, 1909, . . .	80	24.00	.30	-	-	-
Hoisting and portable engineers, 1907, . . .	19	22.80	1.20	-	-	-
Hoisting and portable engineers, 1909, . . .	32	51.20	1.60	-	-	-
Lathers, 1907,	168	435.06	2.59	-	-	-
Lathers, 1909,	61	169.50	2.78	-	-	-
Painters, decorators, and paperhangers, 1907, . . .	2,085	2,634.88	1.26	-	-	-
Painters, 1908,	240	324.78	1.35	4	\$5.76	\$1.44
Painters, decorators, and paperhangers, 1909, . . .	1,551	1,197.00	.77	352	479.94	1.36
Plumbers, steamfitters, and helpers, 1907, . . .	680	765.00	1.13	65	97.50	1.50
Plumbers, gas and steam fitters, 1909, . . .	321	437.20	1.36	74	226.20	3.06
Sheet metal workers, 1907,	141	271.50	1.93	-	-	-
Sheet metal workers, 1909,	119	146.36	1.23	-	-	-
Others, 1907,	530	1,153.02	2.18	61	101.76	1.67
Others, 1908,	97	131.90	1.36	207	366.00	1.77
Others, 1909,	-	-	-	2	3.00	1.50
Totals, 1907,	14,017	\$20,792.31	\$1.48	161	\$245.46	\$1.52
Totals, 1908,	720	\$1,141.58	\$1.59	261	\$455.76	\$1.75
Totals, 1909,	3,821	\$4,250.68	\$1.11	1,331	\$2,219.28	\$1.67

Of the 5,152 workmen who received increases in wages upon their own request, 5,121, or 99.40 per cent, secured the improved conditions with the aid of labor organizations of which they were members, while but 31 secured advances without such aid. In 1908 and 1907 the percentages of employees securing increases with the aid of labor organizations were 83.69 and 99.83 respectively. All but three of the 1,331 employees who received increases after strike obtained the increases with the aid of labor organizations, while of the 3,821 employees who received increases without strike 3,793 received the increases with the aid of labor organizations.

All the increases in 1909 and 1908 were effected through direct negotiations between the two parties or their representatives, while in 1907, 7,890 employees received advances in this manner and 6,288 received increases as a result of arbitration.

There were 108 building trades workmen who sustained reductions in wages, but since they had previously been granted increases aggregating \$259.20 a week the net increase received by them amounted to \$129.60 a week.

Changes in Hours of Labor. — During 1909 reductions in hours were granted to 6,059 employees upon their request amounting to 22,119.3 hours a week. Of this number, 6,056 received the reduc-

tions with the aid of labor organizations; 701 were granted decreases as a result of strike. The number of workmen whose hours were changed in 1908 was 1,642, 1,599 of these having their hours reduced and 43 having them increased, which resulted in a net reduction of 5,881.3 hours a week. During the year 1907, 1,121 employees had their hours reduced by 6,084 hours a week. In 1908 there were 203 employees who secured reductions after strike, and, in 1907, there were 79. There were 230 employees who were granted the eight-hour day in 1909, 22 in 1908, and 807 in 1907. There were also 25 hoisting engineers who were given the nine-hour day in 1909. In this latter year, two electrical workers and 26 lathers who secured reductions in hours also received changes in rates of wages.

B. BUILDING AND STREET LABOR.

Changes in Rates of Wages. — There were 252 building and street laborers who received increases in wages in 1909 amounting to \$287.40 as compared with 100 who received increases in 1908 amounting to \$150 and 401 who received increases in 1907 amounting to \$838.62. All of the advances in 1909 were made at the request of employees. The increases in the wages of 204 laborers, or 80.95 per cent of the total number, were granted after strike; 122 received advances with the aid of labor organizations and 130 without such aid; 172 received increases by direct negotiations and 80 by submitting their demands to arbitration. All of the 48 laborers who received increases without strike obtained their advances with the aid of labor organizations, while of the 204 laborers who received increases after strike, 74 received their advances with the aid of labor organizations and 130 without such aid.

The following table shows the number of building laborers who received increases in wages without strike and after strike:

YEARS.	WITHOUT STRIKE			AFTER STRIKE		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
1907,	330	\$777.00	\$2.35	59	\$43.62	\$0.74
1908,	—	—	—	100	150.00	1.50
1909,	48	57.60	1.20	204	229.80	1.13
1907-1909,	378	\$834.60	\$2.21	363	\$423.42	\$1.67

Changes in Hours of Labor. — There were, in 1909, 20 building laborers who were granted the nine-hour day, a reduction of six hours each a week, after strike, without the aid of labor organizations. The same men also obtained an increase in wages aggregating \$30 a week. There were 180 building laborers in 1908 who received reductions in hours, as result of strike, without the aid of labor organizations, the net change being a reduction of 1,080 hours a week, and of these 65 secured the nine-hour day, while, in 1907, 143 building laborers were granted the eight-hour day, the total reduction amounting to 858 hours a week.

C. STONE WORKING.

Changes in Rates of Wages. — The total number of employees in this group for whom changes in wages were reported in 1909 was 1,082, and the net amount of increase in their weekly wages was \$955.36.

The following table shows the number of employees in each occupation who received increases in 1907, 1908, and 1909:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Granite cutters, 1907,	265	\$283.56	\$1.07
Granite cutters, 1908,	93	97.04	1.04
Granite cutters, 1909,	563	468.48	.83
Laborers, 1908,	20	21.20	1.06
Laborers, 1909,	93	76.80	.83
Paving cutters, 1908,	35	31.50	.90
Paving cutters, 1909,	34	48.96	1.44
Quarrymen, 1908,	250	251.50	1.01
Quarrymen, 1909,	367	327.30	.89
Others, 1908,	164	305.72	1.86
Others, 1909,	25	33.82	1.35
Totals, 1907,	265	\$283.56	\$1.07
Totals, 1908,	562	\$706.96	\$1.26
Totals, 1909,	1,082	\$955.36	\$0.88

Of the 1,082 employees who received increases, 1,006 were granted increases at their own request and 76 received voluntary increases. There were no voluntary increases in 1908 or 1907.

There were 664 employees, or 66 per cent of the total to receive increases at their own request, who received increases without strike and 342 who received increases after strike. In 1908 and 1907 the

percentages of employees who received increases without strike were 42.17 and 14.34 respectively.

All of the increases granted employees in this industry in 1907, 1908, and 1909 were obtained with the assistance of labor organizations.

Changes in Hours of Labor. — There were 76 employees who were granted reductions in hours in 1909 amounting to 237.6 hours a week, without strike, with the aid of labor organizations. Of this number, 34 gained the eight-hour day and also an increase in wages aggregating \$48.96 a week. In 1908, 83 employees had their hours reduced by 322 hours a week and 46 had them increased by 276 hours a week, the net change being a reduction of 46 hours a week. There were no changes in hours reported as having occurred in 1907.

2. CLOTHING.

A. BOOTS AND SHOES.

Changes in Rates of Wages. — The changes in 1909 in this group affected 629 boot and shoe workers all of whom received increases. In 1908 the changes affected 789 employees and resulted in a net increase of \$1,734.68 a week, while in 1907 there were 1,876 employees affected by changes, which resulted in a net increase of \$2,420.38 a week. It should be borne in mind that in this industry a great many changes are likely to occur in piece-work prices on *certain styles* of shoes known to have but a small effect on weekly earnings. Since the exact amount of these changes can not be determined they are omitted. Changes in piece-work prices which affect *all styles* of shoes are included.

The following table shows, by occupations, the number who received advances in each of the years, 1907-1909:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Button-hole operators, 1909,	17	\$34.00	\$2.00
Cutters, 1907,	849	1,122.40	1.32
Cutters, 1908,	496	1,252.00	2.52
Cutters, 1909,	102	181.00	1.77
Edgemakers, 1909,	6	12.00	2.00
Finishers, 1909,	11	32.00	2.91

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease
Lasters, 1907,	30	\$82.50	\$2.75
Lasters, 1908,	35	62.78	1.79
Lasters, 1909,	78	178.09	2.28
Lasting machine operators, 1908,	10	10.50	1.05
Lasting machine operators, 1909,	7	13.40	1.91
Packers and dressers, 1907,	218	310.18	1.42
Packers and dressers, 1909,	228	385.75	1.69
Pullers over, 1908,	40	107.20	2.68
Pullers over, 1909,	28	50.00	1.79
Scourers, 1909,	8	17.76	2.22
Sole layers, levelers, and burnishers, 1909,	8	18.00	2.25
Sorters, 1909,	6	1.50	.25
Stitchers, 1908,	15	22.50	1.50
Stitchers, 1909,	41	113.50	2.77
Treers and ironers, 1907,	76	223.20	2.94
Treers and ironers, 1908,	21	55.90	2.66
Treers and ironers, 1909,	24	65.94	2.75
Turn workmen, 1909,	56	157.44	2.81
Others, 1907,	680	693.60	1.02
Others, 1908,	157	253.80	1.62
Others, 1909,	9	13.50	1.50
Totals, 1907,	1,853	\$2,431.88	\$1.31
Totals, 1908,	774	\$1,764.68	\$2.28
Totals, 1909,	629	\$1,273.88	\$2.03

In 1909 there were 598 boot and shoe workers who received increases at the request of employees and 31 who received voluntary increases, while in 1908 and 1907 all increases were at the request of employees. There were 524 workers in 1909 who received increases with the aid of labor organizations and 74 who received increases without such aid. The corresponding figures for 1908 were 753 and 21; for 1907, 1,138 and 738. There were 241 employees in 1909, 16 in 1908, and 15 in 1907 who received increases after strike. In 1909, 82 employees received advances as a result of arbitration as compared with 56 in 1908 and none in 1907. The respective percentages of workers obtaining advances through arbitration was 7.24 in 1908 and 13.71 in 1909.

There were no decreases in 1909, while, in 1908, 15 employees sustained decreases of \$2 a week, and in 1907 there were 23 workers who received reductions averaging 50 cents a week per employee.

The most important change in 1909 was the increase granted packers and tip fixers and repairers in Lynn, in July and August, at

the request of employees aided by their labor organization, from rates varying from \$4-\$10 to \$6-\$10.45, affecting 225 employees. Of this number 68 received the increases after strike.

Changes in Hours of Labor. — In 1909, 36 boot and shoe workers secured a reduction in hours of labor aggregating 124 hours a week with the aid of labor organizations and without strike, and five of these employees were granted at the same time an increase in wages of 45 cents each a week and 15 others secured an aggregate increase of \$27.95 a week. There were also 53 lasters who received an advance in wages aggregating \$113.09 a week, as a result of strike, but their hours were also increased from 50 to 55 a week. Only five boot and shoe workers received reductions in hours in 1908 amounting to 15 hours, as compared with 9,513 who received reductions in 1907 of 31,902 hours. Sixteen of the shoe workers secured the change in 1909 through arbitration, while, in 1907, 23 secured it by this method.

B. GARMENTS.

Changes in Rates of Wages. — The changes in 1909 in this group affected 140 skirt and cloak pressmen in Boston who received increases from \$10 to \$12 a week with the aid of labor organizations without strike. In 1908 there were 83 employees affected by changes, all of whom received increases, aggregating \$138.50 a week, while, in 1907, 215 employees were affected by changes, 145 receiving increases and 70 sustaining decreases, the net result being an increase of \$134 a week.

Changes in Hours of Labor. — There were 470 garment workers who received reductions in hours aggregating 677 a week in 1909, 230 receiving the decrease through the voluntary action of their employers, 12 by the aid of labor organizations, and 228 without such aid. In 1908, 475 employees received reductions aggregating 2,775 hours a week, 400 obtaining the shorter week by the aid of labor organizations and 75 without such assistance. All of the reductions in 1907 were obtained at the request of labor organizations, 158 employees benefiting by a total reduction of 948 hours a week.

C. HATS AND CAPS.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909 or 1908, while 52 received increases aggregating \$104 in 1907.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909 or 1908. In 1907, 72 employees received reductions amounting to 216 hours a week, and of these 20 cap cutters were granted the nine-hour day.

D. SHIRTS, COLLARS, AND LAUNDRY.

Changes in Rates of Wages. — In 1909, 25 ironers received increases at their own request, with the aid of labor organizations, without strike, amounting to \$15 as compared with 11 laundry workers who received increases in 1907, aggregating \$11, with the aid of labor organizations, without strike. No changes in wages were reported as having occurred in 1908.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909 or 1908. In 1907 the 11 laundry workers whose wages were increased received at the same time a reduction in hours aggregating 44 a week.

3. FOOD, LIQUORS, AND TOBACCO.

A. FOOD PRODUCTS.

Changes in Rates of Wages. — In 1909 there were 300 fish smoke-house employees in Gloucester who received increases in weekly wages aggregating \$405 without the aid of labor organizations and without strike.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909 or 1908. In 1907, 3,150 employees were granted the nine-hour day, the total weekly reduction being 18,900 hours.

B. LIQUORS.

Changes in Rates of Wages. — During 1909 changes affecting 704 employees in this group took place, all of which were increases and amounted to \$472.50. In 1908 and 1907 the changes were all increases and affected 139 employees to the amount of \$401.86 in 1908 and 176 employees to the amount of \$338.99 in 1907.

The next table shows, by occupations, the number of workmen affected and the amount of increases in weekly wages:

INDUSTRIES AND OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly In- crease
<i>Bottling, 1909.</i>	<i>502</i>	<i>\$251.00</i>	<i>\$0.50</i>
Bottlers and machine operators, 1909,	200	100.00	.50
Drivers, 1909,	150	75.00	.50
Drivers' helpers, 1909,	12	6.00	.50
Packers, 1909,	50	25.00	.50
Others, 1909,	90	45.00	.50
<i>Breweries, 1907.</i>	<i>176</i>	<i>338.99</i>	<i>1.93</i>
<i>Breweries, 1908.</i>	<i>139</i>	<i>401.86</i>	<i>2.89</i>
<i>Breweries, 1909.</i>	<i>202</i>	<i>221.50</i>	<i>1.10</i>
Brewery workmen, <i>n.s.</i> , 1907,	67	67.00	1.00
Brewery workmen, <i>n.s.</i> , 1908,	13	6.50	.50
Cellarmen, 1907,	8	16.00	2.00
Cellarmen, 1909,	8	4.50	.56
Drivers, 1907,	9	9.00	1.00
Drivers, 1908,	6	4.50	.75
Drivers, 1909,	3	1.50	.50
Drivers' helpers, 1907,	10	10.00	1.00
Drivers' helpers, 1909,	77	77.00	1.00
Engineers, 1907,	3	10.50	3.50
Engineers, 1908,	68	238.36	3.51
Engineers, 1909,	3	7.50	2.50
Firemen, 1907,	3	8.49	2.83
Firemen, 1908,	50	149.00	2.98
Firemen, 1909,	2	3.00	1.50
Night workers, 1909,	20	40.00	2.00
Washhouse men, 1909,	85	83.00	.98
Others, 1907,	76	218.00	2.87
Others, 1908,	2	3.50	1.75
Others, 1909,	4	5.00	1.25
Totals, 1907,	176	\$338.99	\$1.93
Totals, 1908,	139	\$401.86	\$2.89
Totals, 1909,	704	\$472.50	\$0.67

All of the increases in 1909 were granted at the request of employees, with the aid of labor organizations, without strike. In 1908 there were 114 employees who received increases with the aid of labor organizations and 25 who received increases without such assistance, while in 1907 the respective figures were 170 and six. In 1908 all of the increases were granted without strike, while in 1907 only 47, or 26.70 per cent, received increases without strike.

The most important change in 1909 was the increase granted 502 bottlers and drivers in Boston in April, from \$12-\$15 to \$12.50-\$15.50 a week.

Changes in Hours of Labor.—There were 152 employees who received reductions in hours during 1909 amounting to 831 a week, at their request, with the aid of labor organizations, and without strike. Of this number, 27 brewery workmen were granted the eight-

hour day as well as an increase in wages, while 125 bottlers and drivers obtained the nine-hour day. In 1908, 27 brewery workmen received reductions, with the aid of labor organizations, aggregating 204 hours a week, and of this number 24 workmen secured the eight-hour day. In 1907, 145 brewery workmen obtained the eight-hour day, without strike, and with the aid of labor organizations, the total reduction amounting to 870 hours a week.

C. TOBACCO.

Changes in Rates of Wages. — No changes in wages were reported as having occurred in 1909, while in 1908 there were 280 employees affected by changes which resulted in a net decrease of \$120. In 1907 there were 488 employees who received increases amounting to \$488.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909, 1908, or 1907.

4. LEATHER AND RUBBER GOODS.

A. LEATHER AND LEATHER GOODS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909.

B. RUBBER AND GUTTA PERCHA GOODS.

Changes in Rates of Wages. — In 1909 there were nine employees who sustained weekly decreases amounting to \$15.39. No changes were reported as having occurred in 1908, while in 1907, 247 employees were affected by changes, the net result of which was an increase of \$166.88 a week.

Changes in Hours of Labor. — During 1909, 1,087 rubber workers received voluntary reductions aggregating 1,285.8 hours a week. Of this number, nine were granted an increase in wages at the same time, and 71 secured the nine-hour day. No changes in hours were reported as having occurred during 1908 or 1907.

5. METALS, MACHINERY, AND SHIPBUILDING.

A. IRON AND STEEL MANUFACTURES.

Changes in Rates of Wages. — During 1909 the changes in wages which took place in this industry resulted in increases for 112 em-

employees amounting to \$234.96. In 1908, 448 employees received increases amounting to \$760.29. In 1907, 3,561 employees received increases amounting to \$3,257.61 and 198 received decreases amounting to \$322.52, the net effect of all the changes reported being thus an advance of \$2,935.09 a week in the wages of those affected.

The following table shows by occupations the numbers affected and the amounts of increase:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Machinists, 1907,	2,447	\$2,053.94	\$0.83
Machinists, pattern makers, and blacksmiths, 1907,	154	167.51	1.09
Machinists, 1909,	2	2.76	1.38
Pattern makers, 1907,	25	27.50	1.10
Pattern makers, 1909,	110	232.20	2.11
Others, 1907,	935	1,008.66	1.08
Others, 1908,	448	760.29	1.70
Others, 1909,	—	—	—
Totals, 1907,	3,561	\$3,257.61	\$0.91
Totals, 1908,	448	\$760.29	\$1.70
Totals, 1909,	112	\$234.96	\$2.10

In 1909, 42 employees received voluntary increases and 70 received increases at their own request without the aid of labor organizations, although all of the workmen were trade unionists. In 1908, 18 employees received voluntary increases in wages and 430 received increases at their own request with the aid of labor organizations without strike. In 1907, of 3,561 employees who received increases, 2,247 received voluntary increases and 1,314 received increases at the request of employees. Of this latter number, 1,034 received increases with the aid of labor organizations and 280 received increases without such assistance; 1,083 received increases without strike and 231 received increases after strike; 1,183 received advances by direct negotiation and 131 received increases by arbitration.

Changes in Hours of Labor. — There were 105 employees in 1909 whose hours were reduced, the aggregate change being 66.4 hours a week. Of this number 87 received reductions with the aid of labor organizations, while 18 were granted decreases without such assistance. Of the 557 employees whose hours of labor were reduced in 1908 by an aggregate of 536.3 hours a week, 15 received voluntary

reductions and the others were granted decreases with the aid of labor organizations — 12 after strike and 530 without strike. In 1907 there were 2,121 employees who received reductions amounting to 6,738 hours a week, and 250 who received increases aggregating 2,000 hours a week. Of these, 2,346 received the change through voluntary action on the part of their employers and 25 at their own request, with the aid of labor organizations.

B. MISCELLANEOUS METAL MANUFACTURES.

Changes in Rates of Wages. — In 1909, 43 employees received increases in wages amounting to \$64.26 a week, 41 of whom received advances with the aid of labor organizations without strike. No changes were reported as having occurred during 1908, while, in 1907, 409 employees were affected by changes, the net result of which was an increase of \$315.29 a week.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909. In 1908, 43 employees were granted a total reduction of 208 hours a week, while, in 1907, 2,236 employees received reductions amounting to 8,531 hours a week.

C. SHIPBUILDING.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909. In 1908 nine employees received increases in wages aggregating \$13.50 a week, and, in 1907, 114 employees received increases aggregating \$112.38 a week. In this latter year 75 ship riggers obtained the eight-hour day — a total weekly reduction of 450 hours. No changes in hours were reported as having occurred during 1908.

6. PRINTING AND ALLIED TRADES.

A. PRINTING AND PUBLISHING.

Changes in Rates of Wages. — The changes in 1909 in this group affected 865 employees, 845 of whom received advances and 20 sustained decreases, the effect being a net increase of \$1,052.26 a week. Of the 845 who received increases, the wages of 22 were advanced by voluntary action on the part of the employers and 823 received increases upon their request, with the aid of labor organizations without strike. Of these 823 employees, 550 received advances as a

result of arbitration. In 1908 there were 95 employees who received increases amounting to \$65.50, and, in 1907, 1,818 employees received increases amounting to \$2,709.70.

Changes in Hours of Labor. — During 1909 there were 3,363 employees whose hours were reduced, the change amounting to 17,645.5 hours a week. Of this number 3,248 secured the eight-hour day. The voluntary changes were reported as having affected 2,151 employees, while 1,178 obtained their requests with the aid of labor organizations and 34 without such aid. In 1908, 257 employees were granted the eight-hour day, the aggregate reduction in hours amounting to 1,506 a week. There were no changes reported as having occurred in 1907.

B. BOOKBINDING AND BLANKBOOK MAKING.

Changes in Rates of Wages. — In 1909, 262 bookbinders received voluntary increases aggregating \$78.60 a week. No changes in wages were reported as having occurred during 1908.

Changes in Hours of Labor. — The eight-hour day was obtained by 1,625 bookbinders in 1909. Of these 1,251 received the reduction as a result of voluntary action on the part of the employers, 364 by the aid of labor organizations, and only three upon their own request, without such aid. The aggregate reduction was 7,948.5 hours a week. In 1908, 25 bookbinders received the eight-hour day, the aggregate change being a reduction of 150 hours a week, and in 1907 there were 412 who obtained the eight-hour day.

C. LITHOGRAPHING AND ENGRAVING.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909.

Changes in Hours of Labor. — In 1909, 23 photo-engravers were granted voluntary reductions in hours amounting to 137 a week, and of this number 21 secured the eight-hour day.

7. PUBLIC EMPLOYMENT.

A. FEDERAL EMPLOYEES.

Changes in Rates of Wages. — The total number of wage-earners employed by the United States Government in Massachusetts during 1909 who were affected by changes in rates of wages was 495, of

whom 438 had their wages increased and 57 had them reduced, the net result being an increase of \$500.22 a week. In 1908, 1,114 employees were affected by changes in wages, the net result of which was an increase of \$1,474.36, and, in 1907, 2,613 employees were affected by changes, the net result of which was an increase of \$2,310.90 a week.

The following table shows, by occupations, increases in wages affecting civilian wage-earners employed by the Federal Government in Massachusetts:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Boatbuilders, 1907,	29	\$13.92	\$0.48
Boatbuilders, 1908,	16	23.04	1.44
Boatbuilders, 1909,	14	20.16	1.44
Boilermakers, 1907,	48	23.04	.48
Boilermakers, 1909,	24	23.04	.96
Calkers and chippers, 1908,	29	28.32	.98
Calkers and chippers, 1909,	10	4.80	.48
Drillers, 1907,	72	54.36	.76
Drillers, 1909,	23	23.16	1.01
Electricians, 1909,	12	26.88	2.24
Engine tenders, 1907,	15	7.20	.48
Engine tenders, 1908,	12	17.28	1.44
Engine tenders, 1909,	11	13.02	1.18
Laborers, 1907,	235	211.62	.90
Laborers, 1908,	147	206.64	1.41
Laborers, 1909,	53	72.66	1.37
Machinists, 1907,	494	693.52	1.40
Machinists, 1908,	16	29.89	1.87
Machinists, 1909,	31	39.06	1.26
Machinists' helpers, 1907,	107	63.84	.60
Machinists' helpers, 1908,	52	51.84	1.00
Machinists' helpers, 1909,	80	77.76	.97
Masons and helpers, 1909,	5	11.04	2.21
Millers, 1909,	15	25.50	1.70
Millwrights, 1909,	5	7.20	1.44
Molders, 1907,	37	19.56	.53
Molders, 1908,	31	32.64	1.05
Molders, 1909,	15	21.60	1.44
Molders' helpers, 1907,	23	15.84	.69
Molders' helpers, 1908,	19	20.16	1.06
Molders' helpers, 1909,	11	12.96	1.18
Oilers, 1909,	7	10.50	1.50
Riveters, 1907,	29	13.92	.48
Riveters, 1908,	23	22.08	.96
Riveters, 1909,	8	3.84	.48
Sail makers, 1907,	37	17.76	.48
Sail makers, 1909,	32	76.80	2.40
Shop tenders, 1909,	18	11.70	.65

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Straighteners, 1909,	5	\$12.00	\$2.40
Tool grinders and makers, 1909,	14	19.92	1.42
Others, 1907,	1,470	1,204.52	.82
Others, 1908,	767	1,046.07	1.36
Others, 1909,	45	82.86	1.84
Totals, 1907,	2,596	\$2,339.10	\$0.90
Totals, 1908,	1,112	\$1,477.96	\$1.33
Totals, 1909,	438	\$596.46	\$1.36

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909, 1908, or 1907.

B. STATE EMPLOYEES.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909. In 1908, 128 employees received increases in wages amounting to \$159.12. In 1907 there were 717 employees whose rates of wages were changed, and of these 698 received advances and 19 received reductions, the net change being an increase of \$1,316.18 a week.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909. In 1908 there were 312 employees who received reductions in hours aggregating 3,208 hours a week, and, during 1907, 958 employees had their weekly hours reduced and 16 received increases amounting to 141 hours a week, the net result being a reduction of 5,749 hours a week.

C. MUNICIPAL EMPLOYEES.

Changes in Rates of Wages. — There were 11 municipal employees who received increases in 1909 amounting to \$34.01 as compared with 489 who received increases amounting to \$783.64 in 1908 and 3,650 in 1907 who received increases amounting to \$5,489.54.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909. In 1908, 249 employees received reductions in their weekly hours amounting to 445.7 hours and, in 1907, 191 employees received reductions in hours aggregating 1,656 a week.

8. RESTAURANTS AND RETAIL TRADE.

A. RESTAURANTS.

Changes in Rates of Wages and Hours of Labor. — Twelve restaurant employees sustained reductions in wages of 50 cents a week in 1909, and 77 employees received, at their request, with the aid of labor organizations, reductions in hours amounting to 613 a week. No changes in wages or hours were reported as having occurred during 1908 or 1907.

B. RETAIL TRADE.

Changes in Rates of Wages. — No changes in rates of wages were reported as having occurred during 1909, 1908, or 1907.

Changes in Hours of Labor. — There were 3,597 retail clerks in 1909 who received reductions aggregating 3,899.6 hours a week. Of this number 192 were granted decreases by voluntary action on the part of the employers, 290 secured the decrease with the aid of labor organizations, and 3,115 without such aid. In 1908, 66 received reductions amounting to 340.5 hours a week with the aid of labor organizations. During 1907 no changes in hours were reported as having occurred.

9. TEXTILES.

A. BLEACHING, DYEING, AND PRINTING.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909. During 1908 changes affecting 303 employees took place, the net result of which was a decrease of \$42.16 a week, while in 1907 the changes resulted in a net advance of \$411.14 in the wages of 625 employees.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909, 1908, or 1907.

B. COTTON GOODS.

Changes in Rates of Wages. — In 1909, 4,955 operatives received increases in wages aggregating \$2,402.17 a week, 1,146 receiving voluntary increases and 3,809 receiving increases at their own request, with the aid of labor organizations, without strike. During 1908 the wages of 83,403 employees were reduced, the total

reduction aggregating \$89,972.78 a week, while, in 1907, 97,220 employees received increases in wages aggregating \$70,615.52 a week.

Changes in Hours of Labor. — In 1909 there were 25,389 employees in this industry affected by the change in hours from 58 to 56 a week, adopted by the mills in anticipation of the 56-hour law which was to go into effect on January 1, 1910. In 1907, 73 operatives received voluntary reductions amounting to 146 hours a week. There were no changes reported as having occurred during 1908.

C. FLAX, HEMP, AND JUTE GOODS.

Changes in Rates of Wages. — During 1909 all the changes in wages in this industry were reductions, which amounted to a total decrease of \$202.40 in the weekly wages of 110 employees. In 1908 there were 2,200 employees who sustained reductions aggregating \$1,050 a week, and in 1907 there were 597 employees who received increases aggregating \$399.40 a week.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909, 1908, or 1907.

D. HOSIERY AND KNIT GOODS.

Changes in Rates of Wages. — No changes were reported as having occurred during 1909, while in 1908 there were 4,154 employees who sustained reductions amounting to \$3,258.19 a week, and, in 1907, 4,082 employees received increases amounting to \$1,117.72 a week.

Changes in Hours of Labor. — No changes in hours of labor were reported as having occurred during 1909, 1908, or 1907.

E. WOOLEN AND WORSTED GOODS.

Changes in Rates of Wages. — During 1909 increases affecting 65 employees and amounting to \$48.17 a week took place. In 1908, 3,886 employees sustained decreases amounting to \$2,427.96 a week, and, in 1907, 10,881 employees received increases amounting to \$6,607.19 a week.

Changes in Hours of Labor. — In this industry 2,428 operatives, in 1909, were affected by the early change in hours from 58 to 56 a week. In 1907, 69 operatives were granted at their request decreases in hours amounting to 138 a week; in 1908 no changes in hours were reported as having occurred.

F. OTHER TEXTILES.

Changes in Rates of Wages. — During 1909 there were 176 employees in the silk goods industry who received increases amounting to \$161.30 a week. No changes in wages were reported as having occurred during 1908 or 1907.

Changes in Hours of Labor. — In 1909, 111 operatives received reductions in hours by the change in working time from 58 to 56 hours a week. No changes in hours were reported as having occurred during 1908 or 1907.

10. TRANSPORTATION.

A. RAILROADS.

Changes in Rates of Wages. — Increases in wages affecting 1,570 railroad employees took place in 1909, the total increase aggregating \$1,352.51. Of this number, 214 employees received voluntary increases amounting to \$230.63. There were 1,656 employees who received increases upon their own request with the aid of labor organizations, and of this number 1,581 received increases without strike and 75 were granted advances after strike: 210 received their increases as a result of direct negotiations and 1,446 were granted advances as a result of arbitration.

The following table shows, by occupations, the number of employees affected by increases and the amount of change in weekly wages:

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
<i>Steam Railroads, 1907.</i>	17,629	\$15,790.35	\$0.90
<i>Steam Railroads, 1908.</i>	80	104.03	1.30
<i>Steam Railroads, 1909.</i>	135	180.43	1.34
Agents and operators, 1907,	137	195.50	1.43
Agents, 1908,	17	12.65	.74
Agents, 1909,	28	34.30	1.23
Clerks, 1907,	735	663.40	.90
Clerks, 1908,	1	4.55	4.55
Clerks, 1909,	22	32.35	1.01
Operators, 1907,	66	53.90	.82
Operators, 1908,	3	2.65	.88
Operators, 1909,	26	33.95	1.31
Towermen, 1907,	240	329.00	1.37
Towermen, 1908,	2	3.95	1.98
Towermen, 1909,	39	56.35	1.44

OCCUPATIONS.	INCREASES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Others, 1907,	16,451	\$14,548.46	\$0.88
Others, 1908,	67	80.23	1.20
Others, 1909,	10	23.48	2.35
<i>Street Railways, 1907.</i>	<i>920</i>	<i>830.15</i>	<i>.90</i>
<i>Street Railways, 1908.</i>	<i>341</i>	<i>207.60</i>	<i>.61</i>
<i>Street Railways, 1909.</i>	<i>1,735</i>	<i>1,172.08</i>	<i>.68</i>
Carpenters, 1909,	26	39.00	1.50
Coal trimmers, 1909,	66	99.00	1.50
Laborers, 1907,	135	202.50	1.50
Laborers, 1909,	25	11.25	.45
Motormen and conductors, 1907,	777	613.90	.79
Motormen and conductors, 1908,	331	195.00	.59
Motormen and conductors, 1909,	1,618	1,022.83	.63
Others, 1907,	8	13.75	1.72
Others, 1908,	10	12.60	1.26
Others, 1909,	—	—	—
Totals, 1907,	18,549	\$16,620.50	\$0.90
Totals, 1908,	431	\$311.63	\$0.72
Totals, 1909,	1,870	\$1,352.51	\$0.72

Changes in Hours of Labor. — In 1909, 25 street railway laborers were voluntarily granted the nine-hour day, a total decrease of 150 hours a week, and at the same time they received an increase in wages. There were also 330 car workers on steam railroads who sustained increases in hours amounting to 1,650 a week. In 1908, 284 railroad telegraphers were granted reductions in hours, and of this number 57 were granted the nine-hour day and 129 were granted the eight-hour day. No changes in hours were reported as having occurred during 1907.

B. TEAMING.

Changes in Rates of Wages. — No changes were reported as having occurred during 1909, while, in 1908, 384 employees received increases amounting to \$623.65, and, in 1907, 1,434 employees received increases amounting to \$1,693.74.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909 or 1908. In 1907, 1,155 employees received reductions aggregating 5,775 hours a week.

C. NAVIGATION.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909 or 1908, while, in 1907, 228 steamship clerks received increases amounting to \$352 a week.

Changes in Hours of Labor. — No changes in hours were reported as having occurred during 1909, 1908, or 1907.

D. FREIGHT HANDLING.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909 or 1907. In 1908 there were no changes in hours reported, but eight employees received increases in wages aggregating \$21.60 a week.

E. TELEGRAPHS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909 or 1908. In 1907, 554 commercial telegraphers received increases in wages amounting to \$808.23 a week. There were no changes in hours reported as having occurred during 1907.

11. WOODEN MANUFACTURES.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909. In 1908, 102 employees received decreases in wages aggregating \$167.10 a week, and, in 1907, 357 employees received increases aggregating \$446.70 a week.

Changes in Hours of Labor. — In 1909 there were 825 carriage workers who were granted voluntarily the nine-hour day, a reduction which aggregated 4,435 hours a week. In 1907, 62 employees received decreases in hours amounting to 264 a week, while in 1908 no changes were reported as having occurred.

12. MISCELLANEOUS.

A. AGRICULTURE.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909, 1908, or 1907.

B. BARBERING.

Changes in Rates of Wages. — No changes in wages were reported as having occurred during 1909 or 1908. In 1907, 109 barbers received increases amounting to \$170 a week.

Changes in Hours of Labor. — There were 218 barbers whose hours of labor were reduced in 1909 by an aggregate of 529.5 hours a week, with the aid of labor organizations. In 1908, 108 barbers obtained decreases in hours aggregating 98 a week. In 1907, 2,028 barbers obtained decreases in hours aggregating 21,085 a week.

C. CHEMICALS.

Changes in Rates of Wages. — During 1909, 24 employees received increases amounting to \$21.86 a week. No changes were reported as having occurred during 1908, while, in 1907, 148 employees received increases amounting to \$111 a week.

Changes in Hours of Labor. — There were 126 employees in 1909 who received reductions in hours aggregating 720 a week. Of this number, 12 obtained the change by voluntary action on the part of their employers, and 114 secured it at their own request, without strike, and without the aid of labor organizations. These latter secured by this decrease the eight-hour day. Twelve soap makers received increases in wages at the same time that they were granted reductions in hours. No changes were reported as having occurred during 1908 or 1907.

D. FISHERIES.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909, 1908, or 1907.

E. GLASS AND GLASSWARE.

Changes in Rates of Wages. — The changes in 1909 in this group affected 731 employees, all of whom received voluntary increases, the net effect on their weekly wages being an increase of \$1,002.13. These employees were the same whose wages were reduced 10 per cent in 1908, the increase in 1909 being in effect a restoration of the rate in force prior to the reduction in 1908. During 1907 there were no changes reported as having occurred.

Changes in Hours of Labor. — No changes were reported as having occurred during 1909, 1908, or 1907.

F. PAPER AND PAPER GOODS.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909.

G. STATIONARY ENGINEMEN.

Changes in Rates of Wages. — During 1909 there were 94 stationary engineers and firemen who received increases amounting to \$188.62 a week, upon their own request, without strike. Of this number 86 received increases with the aid of labor organizations and eight without such aid.

H. THEATRES AND MUSIC.

Changes in Rates of Wages and Hours of Labor. — During 1909 there were 32 employees who received increases amounting to \$34 a week. Of this number 16 received increases without strike and 16 were granted advances after strike. No changes in hours were reported as having occurred during 1909.

I. WATER, LIGHT, AND POWER.

Changes in Rates of Wages and Hours of Labor. — No changes in wages or hours were reported as having occurred during 1909. In 1908, 142 employees were affected by changes in wages, 10 receiving increases and 132 receiving reductions aggregating \$198, the net change being a reduction of \$186.80 a week. No changes in hours were reported. During 1907, 37 employees received increases in wages aggregating \$11.29 a week and 45 employees were granted reductions in hours aggregating 350 hours a week.

THE OPERATION OF THE FALL RIVER SLIDING SCALE DURING 1909.¹

The Fall River sliding scale agreement adopted in May, 1907, continued in force during 1909, although the Cotton Manufacturers' Association in May and November agreed to waive their right to a reduction of wages and the operatives continued to receive wages based upon the rate of 19.66 cents a cut, which had been in force since May, 1908.

The present sliding scale agreement is as follows:

It is agreed by the Cotton Manufacturers' Association of Fall River, the Fall River Mule Spinners Association, the Fall River Weavers Progressive Association, the Fall River Loomfixers Association, the Fall River Card Room Protective Association, and the Fall River Slasher Tenders Union, that wages in Fall River, so far as the mills represented by the Manufacturers' Association and the operatives who are members of the above organizations are concerned, shall be determined in the following manner, which shall be binding upon the mills represented by the Manufacturers' Association and upon the members of the various operatives' associations until changed or terminated as hereafter provided:

1. That 21.78 cents a cut shall be the recognized standard price for a margin of 95 points, based on the cost of eight pounds of middling upland cotton and the average selling price of 45 yards of 28-inch 64 × 64 print cloth and 33.11 yards of 38½-inch 64 × 64 print cloth. Quotations from the New York Journal of Commerce shall be considered authoritative.

2. The standard of wages shall be fixed every six months, beginning the last Monday in May and November of each year, and no oftener, and shall be based on the average margin as fixed above for the previous six months. Prices for weaving shall be as follows:

MARGIN POINTS.	Weaving Prices	MARGIN POINTS.	Weaving Prices	MARGIN POINTS.	Weaving Prices
115,	23.96	100,	22.32	85,	20.69
112½,	23.69	97½,	22.05	82½,	20.18
110,	23.42	95,	21.78	80,	19.66
107½,	23.14	92½,	21.50	77½,	19.17
105,	22.87	90,	21.23	75,	18.68
102½,	22.59	87½,	20.96	72½,	18.00

¹ An account of the origin and operation of the sliding scale system of regulating wages may be found in our Labor Bulletins No. 41, May, 1906, pp. 192-196; No. 51, July-August, 1907, pp. 27-33; No. 52, September, 1907, pp. 98-103; and No. 60, June-July, 1908, pp. 263-266, 288, and in the 39th Annual Report on the Statistics of Labor (1908), pp. 259-267.

But there shall be no change in prices on either the ascending or descending scale unless the margin has reached a point named in the above schedule. Eighteen cents a cut shall be the minimum rate paid for weaving; 23.96 cents a cut shall be the maximum rate. Wages in all departments other than weaving shall be adjusted on the price for weaving as above determined.

3. No change shall be made in this agreement and it shall remain in force until the Cotton Manufacturers' Association on the one side, or the members of the various operatives' organizations on the other side, give notice of proposed changes at least three months prior to the last Monday of May and November in each year.

4. Reductions or advances in wages shall not take effect until two weeks after the end of the period on which wages shall be based for the next six months, except that the present wage schedule shall remain in force one week after the expiration of the present marginal period.

During the six months period — May 26 to November 26, 1908 — the margin averaged 60.82203 points, so that under the agreement wages would have been reduced 8.44 per cent, from 19.66 cents to the minimum, 18 cents a cut. It was then agreed by the manufacturers that the reduction should not be made, and six months later, when the margin was found to have averaged 74 points, there was another agreement that wages should remain unchanged on a basis of 19.66 cents a cut. In November, 1909, it was found that the margin had averaged but 66.8966, which under the agreement would have meant a reduction of 8.44 per cent, from 19.66 cents to the minimum 18 cents a cut, had not the manufacturers for a third time agreed to leave the wages unchanged.

The fluctuations of cotton and cloth prices and the resulting margins for the six months ending May 28, 1909, are shown in the following table:

WEEK ENDING —	Cost of One Pound of Middling Upland Cotton (New York Quotation)	Selling Value of One Yard of 28-inch 64 × 64 Print Cloth	Selling Value of One Yard of 38½-inch 64 × 64 Print Cloth	Margin
1908.				
December 4,	\$0.09362 ² / ₃	\$0.031 ³ / ₆₂	\$0.043 ⁵ / ₁₈	.799986
December 11,	0.0924 ¹ / ₆	0.037 ¹ / ₆	0.049 ⁸ / ₈	.799773
December 18,	0.0910	0.037 ¹ / ₆	0.045 ⁵ / ₈	.811106
December 25,	0.0924	0.037 ¹ / ₆	0.045 ⁵ / ₈	.799906
1909.				
January 1,	0.0929	0.037 ¹ / ₆	0.045 ⁵ / ₈	.795906
January 8,	0.09305 ⁵ / ₈	0.037 ¹ / ₆	0.045 ⁵ / ₈	.794440
January 15,	0.09512 ³ / ₈	0.037 ¹ / ₆	0.043 ¹ / ₁₈	.781222

WEEK ENDING —	Cost of One Pound of Middling Upland Cotton (New York Quotation)	Selling Value of One Yard of 28-inch 64×64 Print Cloth	Selling Value of One Yard of 38½-inch 64×64 Print Cloth	Margin
January 22,	\$0.0984 ¹ / ₆	\$0.037 ¹ / ₁₆	\$0.048 ³ / ₄	.772467
January 29,	0.0994 ¹ / ₆	0.037 ¹ / ₁₆	0.048 ³ / ₄	.764467
February 5,	0.0985 ⁵ / ₆	0.037 ¹ / ₁₆	0.048 ³ / ₄	.771133
February 12,	0.0992	0.037 ¹ / ₁₆	0.048 ³ / ₄	.766200
February 19,	0.0984 ¹ / ₆	0.037 ¹ / ₁₆	0.048 ³ / ₄	.772467
February 26,	0.0968	0.037 ¹ / ₁₆	0.047 ¹ / ₁₀	.777123
March 5,	0.0979 ¹ / ₆	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.755773
March 12,	0.0984 ¹ / ₆	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.751773
March 19,	0.0971 ³ / ₆	0.037 ¹ / ₁₆	0.042 ²⁵ / ₄₈	.744528
March 26,	0.0967 ¹ / ₂	0.037 ¹ / ₁₆	0.041 ¹ / ₂	.744413
April 2,	0.0986 ² / ₃	0.037 ¹ / ₁₆	0.041 ¹ / ₂	.729079
April 9,	0.1013 ¹ / ₃	0.037 ¹ / ₁₆	0.041 ¹ / ₂	.707746
April 16,	0.1044 ¹ / ₆	0.037 ¹ / ₁₆	0.041 ³ / ₂₄	.689977
April 23,	0.1069 ¹ / ₆	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.683773
April 30,	0.1080	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.675106
May 7,	0.1087 ¹ / ₂	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.669106
May 14,	0.1114 ¹ / ₆	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.647773
May 21,	0.1164 ¹ / ₆	0.037 ¹ / ₁₆	0.045 ⁵ / ₈	.607773
May 28,	0.1156 ² / ₃	0.034 ¹ / ₉₆	0.043 ³⁵ / ₄₈	.628674
Average, . . . . .				.740065

The prices for cotton and cloth and the resulting margin fluctuated as follows during the six months ending November 27, 1909:

WEEK ENDING —	Cost of One Pound of Middling Upland Cotton (New York Quotation)	Selling Value of One Yard of 28-inch 64 × 64 Print Cloth	Selling Value of One Yard of 38½-inch 64 × 64 Print Cloth	Margin
1909.				
June 5,	\$0.1150	\$0.033750	\$0.0475	.633737
June 12,	0.1120	0.034375	0.05	.664357
June 19,	0.1140	0.034375	0.05	.692521
June 26,	0.1170	0.034375	0.05	.674521
July 3,	0.1260	0.034375	0.05	.634521
July 10,	0.1270	0.034375	0.05	.588387
July 17,	0.1250	0.035625	0.05125	.593807
July 24,	0.1235	0.03625	0.05125	.665381
July 31,	0.1285	0.03625	0.05125	.650735
August 7,	0.1270	0.03625	0.05125	.642069
August 14,	0.1280	0.03625	0.05125	.653402
August 21,	0.1265	0.03625	0.0525	.656139
August 28,	0.1285	0.03625	0.0525	.660762
September 4,	0.1285	0.03625	0.0525	.658762
September 11,	0.1275	0.03625	0.0525	.658362
September 18,	0.1270	0.03625	0.0525	.674762
September 25,	0.1375	0.0375	0.055	.648295
October 2,	0.1355	0.0375	0.0550	.662479
October 9,	0.1355	0.0375	0.05625	.687404
October 16,	0.1390	0.0375	0.0575	.680533
October 23,	0.1395	0.04	0.06	.741477
October 30,	0.1485	0.04	0.06	.727967
November 6,	0.1470	0.04	0.06	.693300
November 13,	0.1475	0.04	0.06	.719967
November 20,	0.1480	0.04	0.06	.704633
November 27,	0.1475	0.04	0.06	.715700
Average, . . . . .				.668966

The following table shows the fluctuations in wages in Fall River during the past 25 years, no change having taken effect since May 25, 1908:

DATES ON WHICH CHANGES TOOK EFFECT.	Price per Cut for Weaving (Cents)	Percent- age Increase (+) or Decrease (-)	DATES ON WHICH CHANGES TOOK EFFECT.	Price per Cut for Weaving (Cents)	Percent- age Increase (+) or Decrease (-)
February 4, 1884, . . .	18.50	-	February 27, 1899, . . .	18.00	+12.50
January 19, 1885, . . .	16.50	-10.81	December 11, 1899, . . .	19.80	+10.00
March 1, 1886, . . .	18.15	+10.00	March 17, 1902, . . .	21.78	+10.00
February 13, 1888, . . .	19.00	+4.68	November 23, 1903, . . .	19.80	-9.09
July 11, 1892, . . .	19.60	+3.16	July 25, 1904, . . .	17.32	-12.50
December 5, 1892, . . .	21.00	+7.15	October 30, 1905, . . .	¹ 18.61	+7.45
September 11, 1893, . . .	18.00	-14.28	July 2, 1906, . . .	19.80	+6.39
August 30, 1894, . . .	16.00	-11.11	November 26, 1906, . . .	21.78	+10.00
April 22, 1895, . . .	18.00	+12.50	May 27, 1907, . . .	23.96	+10.00
January 1, 1898, . . .	16.00	-11.11	May 25, 1908, . . .	19.66	-17.94

¹ Average under the sliding scale.

SUMMARY TABLES.

1. RATES OF WAGES.

TABLE I. — *Changes in RATES OF WAGES in 1909*

	INDUSTRIES AND OCCUPATIONS.	INCREASES		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
	Building and Stone Working.			
1	<i>Building Trades.</i>	5,331	\$6,870.16	\$1.29
2	Bricklayers, masons, and plasterers,	1,186	2,186.90	1.84
3	Carpenters,	1,218	1,289.22	1.06
4	Electrical workers,	247	587.64	2.38
5	Electrical workers' helpers,	2	3.00	² 1.50
6	Elevator constructors,	80	48.00	.60
7	Elevator constructors' helpers,	80	24.00	.30
8	Hoisting and portable engineers,	32	51.20	1.60
9	Lathers,	61	169.50	2.78
10	Painters, decorators, and paperhangers,	1,903	1,676.94	.88
11	Plumbers, gas and steam fitters,	395	663.40	1.68
12	Roofers,	8	24.00	3.00
13	Sheet metal workers,	119	146.36	1.23
14	<i>Building and Street Labor.</i>	252	287.40	1.14
15	Building laborers,	204	229.80	1.13
16	Plasterers' tenders,	48	57.60	1.20
17	<i>Stone Working.</i>	1,082	955.36	.88
18	Derrickmen,	15	22.50	1.50
19	Engineers,	10	11.32	1.13
20	Granite cutters,	563	468.48	.83
21	Laborers,	93	76.80	.83
22	Paving cutters,	34	48.96	² 1.44
23	Quarrymen,	367	327.30	.89
	Clothing.			
24	<i>Boots and Shoes.</i>	629	1,273.88	2.03
25	Button hole operators,	17	34.00	2.00
26	Cutters,	102	181.00	1.77
27	Edgemakers,	6	12.00	2.00
28	Finishers,	11	32.00	2.91
29	Lasters,	78	178.09	2.28
30	Lasting machine operators,	7	13.40	1.91
31	Packers and tip fixers,	185	308.95	1.67
32	Patent leather repairers,	43	77.70	1.81
33	Pullers-over,	28	50.00	1.79
34	Scourers,	8	17.76	2.22
35	Sole layers, levelers, and burnishers,	8	18.00	2.25
36	Sorters,	6	1.50	.25
37	Stitchers,	41	113.50	2.77
38	Treers,	24	65.94	2.75
39	Turn workmen,	56	157.44	2.81
40	Others, <i>n. s.</i> ,	9	13.50	1.50
41	<i>Garments.</i>	140	280.00	2.00
42	Skirt and cloak pressmen,	140	280.00	2.00
43	<i>Shirts, Collars, and Laundry.</i>	25	15.00	.60
44	Ironers,	25	15.00	.60
	Food, Liquors, and Tobacco.			
45	<i>Food Products.</i>	300	405.00	1.35
46	Smokehouse employees,	300	405.00	1.35

¹ Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

SUMMARY TABLES.

1. RATES OF WAGES.

By Industries and Occupations.

DECREASES			NET CHANGES		
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)
¹ 108	\$129.60	\$1.20	¹ 5,331	+\$6,740.56	+\$1.26
¹ 108	129.60	1.20	¹ 1,186	+2,057.30	+1.73
-	-	-	1,218	+1,289.22	+1.06
-	-	-	247	+587.64	+2.38
-	-	-	² 2	+3.00	+1.50
-	-	-	80	+48.00	+ .60
-	-	-	80	+24.00	+ .30
-	-	-	32	+51.20	+1.60
-	-	-	61	+169.50	+2.78
-	-	-	1,903	+1,676.94	+ .88
-	-	-	395	+663.40	+1.68
-	-	-	8	+24.00	+3.00
-	-	-	119	+146.36	+1.23
-	-	-	252	+287.40	+1.14
-	-	-	204	+229.80	+1.13
-	-	-	48	+57.60	+1.20
-	-	-	1,082	+955.36	+ .88
-	-	-	15	+22.50	+1.50
-	-	-	10	+11.32	+1.13
-	-	-	563	+468.48	+ .83
-	-	-	93	+76.80	+ .83
-	-	-	² 34	+48.96	+1.44
-	-	-	367	+327.30	+ .89
-	-	-	629	+1,273.88	+2.03
-	-	-	17	+34.00	+2.00
-	-	-	102	+181.00	+1.77
-	-	-	6	+12.00	+2.00
-	-	-	11	+32.00	+2.91
-	-	-	78	+178.09	+2.28
-	-	-	7	+13.40	+1.91
-	-	-	185	+308.05	+1.67
-	-	-	43	+77.70	+1.81
-	-	-	28	+50.00	+1.79
-	-	-	8	+17.76	+2.22
-	-	-	8	+18.00	+2.25
-	-	-	6	+1.50	+ .25
-	-	-	41	+113.50	+2.77
-	-	-	24	+65.94	+2.75
-	-	-	56	+157.44	+2.81
-	-	-	9	+13.50	+1.50
-	-	-	140	+280.00	+2.00
-	-	-	140	+280.00	+2.00
-	-	-	25	+15.00	+ .60
-	-	-	25	+15.00	+ .60
-	-	-	300	+405.00	+1.35
-	-	-	300	+405.00	+1.35

² Employees received a reduction in hours of labor.

TABLE I. — *Changes in RATES OF WAGES in 1909:*

INDUSTRIES AND OCCUPATIONS.		INCREASES		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Food, Liquors, and Tobacco—Con.				
1	<i>Liquors.</i>	704	\$472.50	\$0.67
2	<i>Bottling:</i>	502	251.00	.50
3	Bottlers and machine operators,	200	100.00	.50
4	Drivers and helpers,	162	81.00	.50
5	Packers,	50	25.00	.50
6	Others, <i>n. s.</i> ,	90	45.00	.50
7	<i>Breweries:</i>	202	221.50	1.10
8	Cellarmen,	18	4.50	.56
9	Drivers and helpers,	80	78.50	.98
10	Engineers and firemen,	5	10.50	2.10
11	Night workers,	20	40.00	2.00
12	Washhouse men,	85	83.00	.98
13	Others,	4	5.00	1.25
Leather and Rubber Goods.				
14	<i>Rubber and Gutta Percha Goods.</i>	—	—	—
15	Firemen,	—	—	—
Metals, Machinery, and Shipbuilding.				
16	<i>Iron and Steel Manufactures.</i>	112	234.96	2.10
17	Machinists,	2	2.76	1.38
18	Pattern makers,	110	232.20	2.11
19	<i>Miscellaneous Metal Manufactures.</i>	43	64.26	1.49
20	Buffers,	18	27.00	1.50
21	Metal polishers,	23	34.50	1.50
22	Tool makers,	2	2.76	1.38
Printing and Allied Trades.				
23	<i>Printing and Publishing.</i>	845	1,054.66	1.25
24	Compositors,	780	982.66	1.12
25	Linotype operators,	23	20.00	.87
26	Machinists and carpenters,	—	—	—
27	Printing pressmen,	40	50.00	1.25
28	Others,	2	2.00	1.00
29	<i>Bookbinding and Blankbook Making.</i>	262	78.60	.30
30	Bookbinders,	1 262	78.60	.30
Public Employment.				
31	<i>Federal Employees.</i>	438	596.46	1.36
32	Boat builders,	14	20.16	1.44
33	Boilermakers,	24	23.04	.96
34	Calkers and chippers,	10	4.80	.48
35	Drillers,	23	23.16	1.01
36	Electricians,	12	26.83	2.24
37	Engine tenders,	11	13.02	1.18
38	Laborers,	53	72.66	1.37
39	Machinists,	31	39.06	1.26
40	Machinists' helpers,	80	77.76	.97
41	Masons and helpers,	5	11.04	2.21
42	Millers,	15	25.50	1.70
43	Millwrights,	5	7.20	1.44
44	Molders,	15	21.60	1.44
45	Molders' helpers,	11	12.96	1.18
46	Oilers,	7	10.50	1.50
47	Riveters,	8	3.84	.48
48	Sailmakers,	32	76.80	2.40
49	Shop tenders,	18	11.70	.65
50	Straighteners,	5	12.00	2.40
51	Tool grinders and makers,	14	19.92	1.42
52	Wiremen,	—	—	—
53	Others,	45	82.86	1.84

¹ Employees received a reduction in hours of labor.

By Industries and Occupations — Continued.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)	
-	-	-	704	+\$472.50	+\$0.67	1
-	-	-	502	+251.00	+.50	2
-	-	-	200	+100.00	+.50	3
-	-	-	162	+81.00	+.50	4
-	-	-	50	+25.00	+.50	5
-	-	-	90	+45.00	+.50	6
-	-	-	202	+221.50	+1.10	7
-	-	-	18	+4.50	+.56	8
-	-	-	80	+78.50	+.98	9
-	-	-	5	+10.50	+2.10	10
-	-	-	20	+40.00	+2.00	11
-	-	-	85	+83.00	+.98	12
-	-	-	4	+5.00	+1.25	13
9	\$15.39	\$1.71	9	-15.39	-1.71	14
19	15.39	1.71	19	-15.39	-1.71	15
-	-	-	112	+234.96	+2.10	16
-	-	-	2	+2.76	+1.38	17
-	-	-	110	+232.20	+2.11	18
-	-	-	43	+64.26	+1.49	19
-	-	-	18	+27.00	+1.50	20
-	-	-	23	+34.50	+1.50	21
-	-	-	2	+2.76	+1.38	22
20	2.40	.12	865	+1,052.26	+1.22	23
-	-	-	780	+982.66	+1.12	24
-	-	-	23	+20.00	+.87	25
120	2.40	.12	120	-2.40	-.12	26
-	-	-	40	+50.00	+1.25	27
-	-	-	2	+2.00	+1.00	28
-	-	-	262	+78.60	+.30	29
-	-	-	1262	+78.60	+.30	30
57	96.24	1.69	495	+500.32	+1.01	31
-	-	-	14	+20.16	+1.44	32
-	-	-	24	+23.04	+.96	33
-	-	-	10	+4.80	+.48	34
-	-	-	23	+23.16	+1.01	35
-	-	-	12	+26.88	+2.24	36
-	-	-	11	+13.02	+1.18	37
1	1.50	1.50	54	+71.16	+1.32	38
3	4.32	1.44	34	+34.74	+1.02	39
1	.96	.96	81	+76.80	+.95	40
-	-	-	5	+11.04	+2.21	41
1	1.50	1.50	16	+24.00	+1.50	42
-	-	-	5	+7.20	+1.44	43
1	1.44	1.44	16	+20.16	+1.26	44
1	1.44	1.44	12	+11.52	+.96	45
-	-	-	7	+10.50	+1.50	46
-	-	-	8	+3.84	+.48	47
-	-	-	32	+76.80	+2.40	48
-	-	-	18	+11.70	+.65	49
-	-	-	5	+12.00	+2.40	50
-	-	-	14	+19.92	+1.42	51
45	77.76	1.73	45	-77.76	-1.73	52
4	7.32	1.83	49	+75.54	+1.54	53

TABLE I. — *Changes in RATES OF WAGES in 1909 :*

	INDUSTRIES AND OCCUPATIONS.	INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
	Public Employment—Con.			
	<i>Municipal Employees.</i>			
1	Engineers,	11	\$34.01	\$3.09
2	Laborers,	4	17.51	4.38
3		7	16.50	2.36
	Restaurants and Retail Trade.			
	<i>Restaurants.</i>			
4	Dish washers,	12	6.00	.50
5		12	6.00	.50
	Textiles.			
	<i>Cotton Goods.</i>			
6	Carders,	4,955	2,402.17	.48
7	Cloth-room employees,	609	353.22	.58
8	Spinners,	62	44.64	.72
9	Spoolers,	957	267.96	.28
10	Weavers,	364	98.28	.27
11	Other operatives, n. s.,	1,817	1,108.37	.61
12		1,146	529.70	.46
	<i>Flax, Hemp, and Jute Goods.</i>			
13	Weavers,	-	-	-
14		-	-	-
	<i>Woolen and Worsted Goods.</i>			
15	Loom fixers,	65	48.17	.74
16	Spinners and dressers,	5	6.40	1.28
17	Weavers,	7	17.11	2.44
18	Wool sorters and graders,	23	9.66	.42
19		30	15.00	.50
	<i>Other Textiles.</i>			
20	Silk weavers,	176	161.30	.92
21		176	161.30	.92
	Transportation.			
	<i>Steam Railroads.</i>			
22	Agents,	135	180.43	1.34
23	Clerks,	28	34.30	1.23
24	Operators,	32	32.35	1.01
25	Towermen,	26	33.95	1.31
26	Others,	39	56.35	1.44
27		10	23.48	2.35
	<i>Street Railways.</i>			
28	Carpenters,	1,735	1,172.08	.68
29	Coal trimmers,	26	39.00	1.50
30	Laborers,	66	99.00	1.50
31	Motormen and conductors,	225	11.25	.45
32		1,618	1,022.83	.63
	Miscellaneous.			
	<i>Chemicals.</i>			
33	Glue factory employees,	24	21.86	.91
34	Soap makers,	12	15.36	1.28
35		2 12	6.50	.54
	<i>Glass and Glassware.</i>			
36	Carpenters,	731	1,002.13	1.37
37	Glass blowers,	20	28.63	1.43
38	Glass cutters,	82	155.30	1.89
39	Glass decorators,	257	358.73	1.40
40	Glass workers,	20	33.41	1.67
41	Other glass workers,	43	52.46	1.22
42	Other employees,	233	298.89	1.28
43		76	74.71	.98
	<i>Stationary Enginemen.</i>			
44	Stationary firemen,	94	188.62	2.01
45	Stationary, hoisting, and portable engineers,	53	83.12	1.57
46		41	105.50	2.57
	<i>Theatres and Music.</i>			
47	Bill posters,	32	84.00	1.06
48	Bill posters' helpers,	15	15.00	1.00
49	Stage employees,	15	15.00	1.00
50		2	4.00	2.00
51	All Industries,	18,133	\$17,839.01	\$0.98

¹ Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

By Industries and Occupations — Concluded.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)	
-	-	-	11	+\$34.01	+\$3.09	1
-	-	-	4	+17.51	+4.38	2
-	-	-	7	+16.50	+2.36	3
-	-	-	12	+6.00	+.50	4
-	-	-	12	+6.00	+.50	5
-	-	-	4,955	+2,403.17	+.48	6
-	-	-	609	+353.22	+.58	7
-	-	-	62	+44.64	+.72	8
-	-	-	957	+267.96	+.28	9
-	-	-	364	+98.28	+.27	10
-	-	-	1,817	+1,108.37	+.61	11
-	-	-	1,146	+529.70	+.46	12
110	\$202.40	\$1.84	110	-202.40	-1.84	13
110	202.40	1.84	110	-202.40	-1.84	14
-	-	-	65	+48.17	+.74	15
-	-	-	5	+6.40	+1.28	16
-	-	-	7	+17.11	+2.44	17
-	-	-	23	+9.66	+.42	18
-	-	-	30	+15.00	+.50	19
-	-	-	176	+161.30	+.92	20
-	-	-	176	+161.30	+.92	21
-	-	-	135	+180.43	+1.34	22
-	-	-	28	+34.30	+1.23	23
-	-	-	32	+32.35	+1.01	24
-	-	-	26	+33.95	+1.31	25
-	-	-	39	+56.35	+1.44	26
-	-	-	10	+23.48	+2.35	27
-	-	-	1,735	+1,172.03	+.68	28
-	-	-	26	+39.00	+1.50	29
-	-	-	66	+99.00	+1.50	30
-	-	-	² 25	+11.25	+.45	31
-	-	-	1,618	+1,022.83	+.63	32
-	-	-	24	+21.86	+.91	33
-	-	-	12	+15.36	+1.28	34
-	-	-	² 12	+6.50	+.54	35
-	-	-	731	+1,002.13	+1.37	36
-	-	-	20	+28.63	+1.43	37
-	-	-	82	+155.30	+1.89	38
-	-	-	257	+358.73	+1.40	39
-	-	-	20	+33.41	+1.67	40
-	-	-	43	+52.46	+1.22	41
-	-	-	233	+298.89	+1.28	42
-	-	-	76	+74.71	+.98	43
-	-	-	94	+188.62	+2.01	44
-	-	-	53	+83.12	+1.57	45
-	-	-	41	+105.50	+2.57	46
-	-	-	32	+34.00	+1.06	47
-	-	-	15	+15.00	+1.00	48
-	-	-	15	+15.00	+1.00	49
-	-	-	2	+4.00	+2.00	50
304	\$446.03	\$1.47	¹ 18,329	+\$17,392.98	+\$0.95	51

² Employees received a reduction in hours of labor.

TABLE II. — *Changes in RATES OF WAGES*

INDUSTRIES.		INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
Building and Stone Working.				
1	Building trades, 1907,	14,194	\$21,080.97	\$1.49
2	Building trades, 1908,	981	1,597.34	1.63
3	Building trades, 1909,	5,331	6,870.16	1.29
4	Building and street labor, 1907,	401	838.62	2.09
5	Building and street labor, 1908,	100	150.00	1.50
6	Building and street labor, 1909,	252	287.40	1.14
7	Stone working, 1907,	265	283.56	1.07
8	Stone working, 1908,	562	706.96	1.26
9	Stone working, 1909,	1,082	955.36	.88
Clothing.				
10	Boots and shoes, 1907,	1,853	2,431.88	1.31
11	Boots and shoes, 1908,	774	1,764.68	2.28
12	Boots and shoes, 1909,	629	1,273.88	2.03
13	Garments, 1907,	145	314.00	2.17
14	Garments, 1908,	83	138.50	1.67
15	Garments, 1909,	140	289.00	2.00
16	Hats and caps, 1907,	52	104.00	2.00
17	Hats and caps, 1908,	—	—	—
18	Hats and caps, 1909,	—	—	—
19	Shirts, collars, and laundry, 1907,	11	11.00	1.00
20	Shirts, collars, and laundry, 1908,	—	—	—
21	Shirts, collars, and laundry, 1909,	25	15.00	.60
Food, Liquors, and Tobacco.				
22	Food products, 1907,	79	118.50	1.50
23	Food products, 1908,	48	144.00	3.00
24	Food products, 1909,	300	405.00	1.35
25	Liquors, 1907,	176	338.99	1.93
26	Liquors, 1908,	139	401.86	2.89
27	Liquors, 1909,	704	472.50	.67
28	Tobacco, 1907,	488	488.00	1.00
29	Tobacco, 1908,	80	80.00	1.00
30	Tobacco, 1909,	—	—	—
Leather and Rubber Goods.				
31	Leather and leather goods, 1907,	100	100.00	1.00
32	Leather and leather goods, 1908,	—	—	—
33	Leather and leather goods, 1909,	—	—	—
34	Rubber and gutta percha goods, 1907,	207	187.68	.91
35	Rubber and gutta percha goods, 1908,	—	—	—
36	Rubber and gutta percha goods, 1909,	—	—	—
Metals, Machinery, and Shipbuilding.				
37	Iron and steel manufactures, 1907,	3,561	3,257.61	.91
38	Iron and steel manufactures, 1908,	448	760.29	1.70
39	Iron and steel manufactures, 1909,	112	234.96	2.10
40	Miscellaneous metal manufactures, 1907,	404	319.04	.79
41	Miscellaneous metal manufactures, 1908,	—	—	—
42	Miscellaneous metal manufactures, 1909,	43	64.26	1.49
43	Shipbuilding, 1907,	114	112.38	.99
44	Shipbuilding, 1908,	9	13.50	1.50
45	Shipbuilding, 1909,	—	—	—

in 1907-1909 : By Industries.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)	
26	\$7.80	\$0.30	14,220	+\$21,073.17	+\$1.48	1
12	14.40	1.20	993	+1,582.94	+1.59	2
108	129.60	1.20	15,331	+6,740.56	+1.26	3
67	4.02	.06	468	+\$34.60	+1.78	4
-	-	-	100	+150.00	+1.50	5
-	-	-	252	+287.40	+1.14	6
-	-	-	265	+283.56	+1.07	7
-	-	-	562	+706.96	+1.26	8
-	-	-	1,082	+955.36	+.88	9
23	11.50	.50	1,876	+2,420.38	+1.29	10
15	30.00	2.00	789	+1,734.68	+2.20	11
-	-	-	629	+1,273.88	+2.03	12
70	180.00	2.57	215	+134.00	+.62	13
-	-	-	83	+138.50	+1.67	14
-	-	-	140	+280.00	+2.00	15
-	-	-	52	+104.00	+2.00	16
-	-	-	-	-	-	17
-	-	-	-	-	-	18
-	-	-	11	+11.00	+1.00	19
-	-	-	-	-	-	20
-	-	-	25	+15.00	+.60	21
-	-	-	79	+118.50	+1.50	22
-	-	-	48	+144.00	+3.00	23
-	-	-	300	+405.00	+1.35	24
-	-	-	176	+338.09	+1.93	25
-	-	-	139	+401.86	+2.89	26
-	-	-	704	+472.50	+.67	27
-	-	-	488	+488.00	+1.00	28
200	200.00	1.00	280	-120.00	-.43	29
-	-	-	-	-	-	30
-	-	-	100	+100.00	+1.00	31
-	-	-	-	-	-	32
-	-	-	-	-	-	33
40	20.80	.52	247	+166.88	+.68	34
9	15.39	1.71	-	-15.39	-1.71	35
-	-	-	-	-	-	36
198	322.52	1.63	3,759	+2,935.09	+.78	37
-	-	-	448	+700.29	+1.70	38
-	-	-	112	+234.96	+2.10	39
5	3.75	.75	409	+215.29	+.77	40
-	-	-	-	-	-	41
-	-	-	43	+64.29	+1.49	42
-	-	-	114	+112.38	+.99	43
-	-	-	9	+13.50	+1.50	44
-	-	-	-	-	-	45

¹ Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

TABLE II. — *Changes in RATES OF WAGES in*

	INDUSTRIES.	INCREASES		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Printing and Allied Trades.				
1	Printing and publishing, 1907,	1,818	\$2,709.70	\$1.49
2	Printing and publishing, 1908,	95	65.50	.69
3	Printing and publishing, 1909,	845	1,054.66	1.25
4	Bookbinding and blankbook making, 1907,	5	15.00	3.00
5	Bookbinding and blankbook making, 1908,	—	—	—
6	Bookbinding and blankbook making, 1909,	262	78.60	.30
7	Lithographing and engraving, 1907,	—	—	—
8	Lithographing and engraving, 1908,	6	14.00	2.33
9	Lithographing and engraving, 1909,	—	—	—
Public Employment.				
10	Federal employees, 1907,	2,596	2,339.10	.90
11	Federal employees, 1908,	1,112	1,477.96	1.33
12	Federal employees, 1909,	438	596.46	1.36
13	State employees, 1907,	698	1,319.73	1.89
14	State employees, 1908,	128	159.12	1.24
15	State employees, 1909,	—	—	—
16	Municipal employees, 1907,	3,650	5,489.54	1.50
17	Municipal employees, 1908,	489	783.64	1.60
18	Municipal employees, 1909,	11	34.01	3.09
Restaurants and Retail Trade.				
19	Hotels and restaurants, 1907,	—	—	—
20	Hotels and restaurants, 1908,	—	—	—
21	Hotels and restaurants, 1909,	12	6.00	.50
Textiles.				
22	Bleaching, dyeing, and printing, 1907,	623	413.46	.66
23	Bleaching, dyeing, and printing, 1908,	28	56.84	2.03
24	Bleaching, dyeing, and printing, 1909,	—	—	—
25	Cotton goods, 1907,	97,220	70,615.52	.73
26	Cotton goods, 1908,	—	—	—
27	Cotton goods, 1909,	4,955	2,402.17	.48
28	Flax, hemp, and jute goods, 1907,	597	399.40	.67
29	Flax, hemp, and jute goods, 1908,	—	—	—
30	Flax, hemp, and jute goods, 1909,	—	—	—
31	Hosiery and knit goods, 1907,	4,082	1,117.72	.27
32	Hosiery and knit goods, 1908,	—	—	—
33	Hosiery and knit goods, 1909,	—	—	—
34	Woolen and worsted goods, 1907,	10,881	6,607.19	.61
35	Woolen and worsted goods, 1908,	—	—	—
36	Woolen and worsted goods, 1909,	65	48.17	.74
37	Other textiles, 1907,	—	—	—
38	Other textiles, 1908,	—	—	—
39	Other textiles, 1909, ¹	176	161.30	.92
Transportation.				
40	Railroads, 1907,	18,549	16,620.50	.90
41	Railroads, 1908,	431	311.63	.72
42	Railroads, 1909,	1,870	1,352.51	.72
43	Teaming, 1907,	1,434	1,693.74	1.18
44	Teaming, 1908,	384	623.65	1.62
45	Teaming, 1909,	—	—	—
46	Navigation, 1907,	228	352.00	1.54
47	Navigation, 1908,	—	—	—
48	Navigation, 1909,	—	—	—

¹ Silk goods.

1907-1909 : By Industries — Continued.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)	
—	—	—	1,818	+\$2,709.70	+\$1.49	1
20	\$2.40	\$0.12	95	+65.50	+.69	2
—	—	—	865	+1,052.26	+1.22	3
—	—	—	5	+15.00	+3.00	4
—	—	—	—	—	—	5
—	—	—	262	+78.60	+.30	6
—	—	—	—	—	—	7
—	—	—	6	+14.00	+2.33	8
—	—	—	—	—	—	9
17	28.20	1.66	2,613	+2,310.90	+.58	10
2	3.60	1.80	1,114	+1,474.36	+1.32	11
57	96.24	1.69	495	+500.22	+1.01	12
19	3.55	.19	717	+1,316.18	+1.84	13
—	—	—	128	+159.12	+1.24	14
—	—	—	—	—	—	15
—	—	—	3,650	+5,489.54	+1.50	16
154	360.13	2.34	643	+423.51	+.66	17
—	—	—	11	+34.01	+3.09	18
—	—	—	—	—	—	19
—	—	—	—	—	—	20
—	—	—	12	+6.00	+.50	21
2	2.32	1.16	625	+411.14	+.66	22
275	99.00	.36	303	—42.16	— .14	23
—	—	—	—	—	—	24
—	—	—	97,220	+70,615.52	+.73	25
83,403	\$9,972.78	1.08	83,403	—89,972.78	—1.08	26
—	—	—	4,955	+2,402.17	+.48	27
—	—	—	597	+399.40	+.67	28
2,200	1,050.00	.48	2,200	—1,050.00	— .48	29
110	202.40	1.84	110	—202.40	—1.84	30
—	—	—	4,082	+1,117.72	+.27	31
4,154	3,258.19	.78	4,154	—3,258.19	— .78	32
—	—	—	—	—	—	33
—	—	—	10,881	+6,607.19	+.61	34
3,886	2,427.96	.62	3,886	—2,427.96	— .62	35
—	—	—	65	+48.17	+.74	36
—	—	—	—	—	—	37
—	—	—	—	—	—	38
—	—	—	176	+161.30	+.92	39
—	—	—	18,549	+16,620.50	+.90	40
28	41.09	1.47	459	+270.54	+.59	41
—	—	—	1,870	+1,352.51	+.72	42
—	—	—	1,434	+1,693.74	+1.18	43
—	—	—	384	+623.65	+1.62	44
—	—	—	—	—	—	45
—	—	—	228	+352.00	+1.54	46
—	—	—	—	—	—	47
—	—	—	—	—	—	48

TABLE II. — *Changes in RATES OF WAGES in*

	INDUSTRIES.	INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
Transportation — Con.				
1	Freight handling, 1907,	—	—	—
2	Freight handling, 1908,	8	\$21.60	\$2.70
3	Freight handling, 1909,	—	—	—
4	Telegraphs, 1907,	554	\$08.23	1.46
5	Telegraphs, 1908,	—	—	—
6	Telegraphs, 1909,	—	—	—
Woodworking and Furniture.				
7	Planing-mill products, 1907,	60	60.00	1.00
8	Planing-mill products, 1908,	—	—	—
9	Planing-mill products, 1909,	—	—	—
10	Cooperage, 1907,	97	\$6.70	.89
11	Cooperage, 1908,	—	—	—
12	Cooperage, 1909,	—	—	—
13	Wood turning and carving, 1907,	200	300.00	1.50
14	Wood turning and carving, 1908,	—	—	—
15	Wood turning and carving, 1909,	—	—	—
Miscellaneous.				
16	Barbering, 1907,	109	170.00	1.56
17	Barbering, 1908,	—	—	—
18	Barbering, 1909,	—	—	—
19	Chemicals, 1907,	148	111.00	.75
20	Chemicals, 1908,	—	—	—
21	Chemicals, 1909,	24	21.86	.91
22	Glass and glassware, 1907,	—	—	—
23	Glass and glassware, 1908,	—	—	—
24	Glass and glassware, 1909,	731	1,002.13	1.37
25	Paper and paper goods, 1907,	114	53.73	.47
26	Paper and paper goods, 1908,	27	49.41	1.83
27	Paper and paper goods, 1909,	—	—	—
28	Stationary enginemmen, 1907,	381	\$68.39	2.28
29	Stationary enginemmen, 1908,	—	—	—
30	Stationary enginemmen, 1909,	94	188.62	2.01
31	Theatres and music, 1907,	36	71.00	1.97
32	Theatres and music, 1908,	5	7.50	1.50
33	Theatres and music, 1909,	32	34.00	1.06
34	Water, light, and power, 1907,	37	11.29	.31
35	Water, light, and power, 1908,	10	11.20	1.12
36	Water, light, and power, 1909,	—	—	—
37	All Industries, 1907,	166,167	\$142,219.17	\$0.86
38	All Industries, 1908,	5,947	\$9,339.18	\$1.57
39	All Industries, 1909,	18,133	\$17,839.01	\$0.98

1907-1909 : By Industries — Concluded.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)	
-	-	-	-	-	-	1
-	-	-	8	+\$21.60	+\$2.70	2
-	-	-	-	-	-	3
-	-	-	554	+\$08.23	+1.46	4
-	-	-	-	-	-	5
-	-	-	-	-	-	6
-	-	-	60	+60.00	+1.00	7
-	-	-	-	-	-	8
-	-	-	-	-	-	9
-	-	-	97	+\$6.70	+.89	10
-	-	-	-	-	-	11
-	-	-	-	-	-	12
-	-	-	260	+300.00	+1.50	13
102	\$167.10	\$1.64	102	-167.10	-1.64	14
-	-	-	-	-	-	15
-	-	-	109	+170.00	+1.56	16
-	-	-	-	-	-	17
-	-	-	-	-	-	18
-	-	-	148	+111.00	+.75	19
-	-	-	-	-	-	20
-	-	-	24	+21.86	+.91	21
-	-	-	-	-	-	22
731	1,002.13	1.37	731	-1,002.13	-1.37	23
-	-	-	731	+1,002.13	+1.37	24
-	-	-	114	+53.73	+.47	25
126	\$1.50	.65	153	-32.09	-.21	26
-	-	-	-	-	-	27
-	-	-	381	+\$68.39	+2.28	28
-	-	-	-	-	-	29
-	-	-	94	+188.62	+2.01	30
-	-	-	36	+71.00	+1.97	31
-	-	-	5	+7.50	+1.50	32
-	-	-	32	+34.00	+1.06	33
-	-	-	37	+11.29	+.31	34
132	198.00	1.50	142	-186.80	-1.32	35
-	-	-	-	-	-	36
467	\$584.46	\$1.25	166,634	+\$141,634.71	+\$0.85	37
95,420	\$98,905.88	\$1.04	101,367	-\$89,566.70	-\$0.88	38
304	\$446.03	\$1.47	118,329	+\$17,392.98	+\$0.95	39

¹ Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

TABLE III A. — *Changes in RATES OF WAGES*

	METHODS.	INCREASES		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
1	Voluntary, 1907,	81,081	\$54,677.67	\$0.67
2	Voluntary, 1908,	1,642	2,276.22	1.39
3	Voluntary, 1909,	3,190	3,109.05	.97
4	By sliding scale, 1907,	20,730	18,514.58	.89
5	By sliding scale, 1908,	—	—	—
6	By sliding scale, 1909,	—	—	—
7	At request of employees, 1907,	61,356	69,026.92	1.07
8	At request of employees, 1908,	4,305	7,062.96	1.64
9	At request of employees, 1909,	14,943	14,729.96	.99
10	All methods, 1907,	166,167	\$142,219.17	\$0.86
11	All methods, 1908,	5,947	\$9,339.18	\$1.57
12	All methods, 1909,	18,133	\$17,839.01	\$0.98

¹ Decreases in rates of wages which occurred at the same time as reductions in hours of labor granted at request of employees, have been classified under "at request of employees."

TABLE III B. — *Changes in RATES OF WAGES in 1907-1909*

	METHODS.	INCREASES		
		Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
1	Without strike, 1907,	61,427	\$66,254.49	\$1.08
2	Without strike, 1908,	3,392	5,772.65	1.70
3	Without strike, 1909,	8,845	9,459.54	1.07
4	After strike, 1907,	2,929	2,772.43	.95
5	After strike, 1908,	913	1,290.31	1.41
6	After strike, 1909,	6,098	5,270.42	.86
7	Totals, 1907,	64,356	\$69,026.92	\$1.07
8	Totals, 1908,	4,305	\$7,062.96	\$1.64
9	Totals, 1909,	14,943	\$14,729.96	\$0.99
10	With aid of labor organizations, 1907,	53,899	\$59,029.01	\$1.10
11	With aid of labor organizations, 1908,	3,818	6,224.87	1.63
12	With aid of labor organizations, 1909,	14,129	13,615.04	.96
13	Without aid of labor organizations, 1907,	10,457	9,997.91	.96
14	Without aid of labor organizations, 1908,	487	838.09	1.72
15	Without aid of labor organizations, 1909,	814	1,114.92	1.37
16	Totals, 1907,	64,356	\$69,026.92	\$1.07
17	Totals, 1908,	4,305	\$7,062.96	\$1.64
18	Totals, 1909,	14,943	\$14,729.96	\$0.99
19	By direct negotiations, 1907,	57,827	\$60,503.64	\$1.05
20	By direct negotiations, 1908,	4,110	6,943.61	1.69
21	By direct negotiations, 1909,	12,785	13,069.92	1.02
22	By arbitration, 1907,	6,529	8,523.28	1.31
23	By arbitration, 1908,	195	119.35	.61
24	By arbitration, 1909,	2,158	1,660.04	.77
25	Totals, 1907,	64,356	\$69,026.92	\$1.07
26	Totals, 1908,	4,305	\$7,062.96	\$1.64
27	Totals, 1909,	14,943	\$14,729.96	\$0.99

¹ See footnote ¹ Table III A.

in 1907-1909 : By Methods of Arrangement.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)	
347	\$558.06	\$1.61	81,428	+\$54,119.61	+\$0.66	1
75,868	65,562.16	.86	77,510	-63,285.94	-.82	2
196	316.43	1.61	3,386	+2,792.62	+.82	3
-	-	-	20,730	+18,514.58	+.89	4
19,552	33,343.72	1.71	19,552	-33,343.72	-1.71	5
-	-	-	-	-	-	6
¹ 120	26.40	.22	64,476	+69,000.52	+1.07	7
-	-	-	4,305	+7,062.96	+1.64	8
¹ 108	129.60	1.20	² 14,943	+14,600.36	.98	9
467	\$584.46	\$1.25	166,634	+\$141,634.71	+\$0.85	10
95,420	98,905.88	1.04	101,367	-\$89,566.70	-\$0.88	11
304	446.03	1.47	² 18,329	+\$17,392.98	+\$0.95	12

² Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

Granted at Request of Employees : By Methods of Arrangement.

DECREASES ¹			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	
32	\$16.08	\$0.50	61,459	\$66,238.41	\$1.08	1
-	-	-	3,392	5,772.65	1.70	2
108	129.60	1.20	² 8,845	9,329.94	1.05	3
88	10.32	.12	3,017	2,762.11	.92	4
-	-	-	913	1,290.31	1.41	5
-	-	-	6,098	5,270.42	.86	6
120	\$26.40	\$0.22	64,476	\$69,000.52	\$1.07	7
-	-	-	4,305	\$7,062.96	\$1.64	8
108	129.60	1.20	² 14,943	\$14,600.36	\$0.98	9
116	\$23.32	\$0.20	54,015	\$59,005.69	\$1.09	10
-	-	-	3,818	6,224.87	1.63	11
108	129.60	1.20	² 14,129	13,485.44	.95	12
4	3.08	.77	10,461	9,994.83	.96	13
-	-	-	487	838.09	1.72	14
-	-	-	814	1,114.92	1.37	15
120	\$26.40	\$0.22	64,476	\$69,000.52	\$1.07	16
-	-	-	4,305	\$7,062.96	\$1.64	17
108	129.60	1.20	² 14,943	\$14,600.36	\$0.98	18
97	\$14.90	\$0.15	57,924	\$60,488.74	\$1.04	19
-	-	-	4,110	6,943.61	1.69	20
108	129.60	1.20	² 12,785	12,940.32	1.01	21
23	11.50	.50	6,552	8,511.78	1.30	22
-	-	-	195	119.35	.61	23
-	-	-	2,158	1,660.04	.77	24
120	\$26.40	\$0.22	64,476	\$69,000.52	\$1.07	25
-	-	-	4,305	\$7,062.96	\$1.64	26
108	129.60	1.20	² 14,943	\$14,600.36	\$0.98	27

² See footnote ² Table III A.

TABLE III C. — *Changes in RATES OF WAGES in 1907-1909 Granted*

	METHODS.	INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
1	With aid of labor organizations, 1907,	52,019	\$56,983.68	\$1.10
2	With aid of labor organizations, 1908,	3,090	5,339.56	1.73
3	With aid of labor organizations, 1909,	8,297	\$,673.51	1.05
4	Without aid of labor organizations, 1907,	9,408	9,270.81	.99
5	Without aid of labor organizations, 1908,	302	433.09	1.43
6	Without aid of labor organizations, 1909,	548	786.03	1.43
7	Totals, 1907,	61,427	\$66,254.49	\$1.08
8	Totals, 1908,	3,392	\$5,772.65	\$1.70
9	Totals, 1909,	8,845	\$9,459.54	\$1.07
10	By direct negotiations, 1907,	55,093	\$57,935.58	\$1.05
11	By direct negotiations, 1908,	3,326	5,687.95	1.71
12	By direct negotiations, 1909,	6,782	7,916.50	1.17
13	By arbitration, 1907,	6,334	\$,318.91	1.31
14	By arbitration, 1908,	66	84.70	1.28
15	By arbitration, 1909,	2,063	1,543.04	.75
16	Totals, 1907,	61,427	\$66,254.49	\$1.08
17	Totals, 1908,	3,392	\$5,772.65	\$1.70
18	Totals, 1909,	8,845	\$9,459.54	\$1.07

¹ See footnote ¹ Table III A, page 60.TABLE III D. — *Changes in RATES OF WAGES in 1907-1909 Granted*

	METHODS.	INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
1	With aid of labor organizations, 1907,	1,880	\$2,045.33	\$1.09
2	With aid of labor organizations, 1908,	728	885.31	1.22
3	With aid of labor organizations, 1909,	5,832	4,941.53	.85
4	Without aid of labor organizations, 1907,	1,049	727.10	.69
5	Without aid of labor organizations, 1908,	185	405.00	2.19
6	Without aid of labor organizations, 1909,	266	328.89	1.24
7	Totals, 1907,	2,929	\$2,772.43	\$0.95
8	Totals, 1908,	913	\$1,290.31	\$1.41
9	Totals, 1909,	6,098	\$5,270.42	\$0.86
10	By direct negotiations, 1907,	2,734	\$2,568.06	\$0.94
11	By direct negotiations, 1908,	784	1,255.66	1.60
12	By direct negotiations, 1909,	6,003	5,153.42	.86
13	By arbitration, 1907,	195	204.37	1.05
14	By arbitration, 1908,	129	34.65	.27
15	By arbitration, 1909,	95	117.00	1.23
16	Totals, 1907,	2,929	\$2,772.43	\$0.95
17	Totals, 1908,	913	\$1,290.31	\$1.41
18	Totals, 1909,	6,098	\$5,270.42	\$0.86

at Request of Employees, Without Strike : By Methods of Arrangement.

DECREASES ¹			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	
28	\$13.00	\$0.46	52,047	\$56,970.68	\$1.09	1
-	-	-	3,090	5,339.56	1.73	2
108	129.60	1.20	² 8,297	8,543.91	1.03	3
4	3.08	.77	9,412	9,267.73	.98	4
-	-	-	302	433.09	1.43	5
-	-	-	548	786.03	1.43	6
32	\$16.08	\$0.50	61,459	\$66,238.41	\$1.08	7
-	-	-	3,392	\$5,772.65	\$1.70	8
108	\$129.60	\$1.20	² 8,845	\$9,329.94	\$1.05	9
9	\$4.58	\$0.51	55,102	\$57,931.00	\$1.05	10
-	-	-	3,326	5,687.95	1.71	11
108	129.60	1.20	² 6,782	7,786.90	1.15	12
23	11.50	.50	6,357	8,307.41	1.31	13
-	-	-	66	84.70	1.28	14
-	-	-	2,063	1,543.04	.75	15
32	\$16.08	\$0.50	61,459	\$66,238.41	\$1.08	16
-	-	-	3,392	\$5,772.65	\$1.70	17
108	\$129.60	\$1.20	² 8,845	\$9,329.94	\$1.05	18

² Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

at Request of Employees, After Strike : By Methods of Arrangement.

DECREASES ¹			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	
88	\$10.32	\$0.12	1,968	\$2,035.01	\$1.03	1
-	-	-	728	885.31	1.22	2
-	-	-	5,832	4,941.53	.85	3
-	-	-	1,049	727.10	.69	4
-	-	-	185	405.00	2.19	5
-	-	-	266	328.89	1.24	6
88	\$10.32	\$0.12	3,017	\$2,762.11	\$0.92	7
-	-	-	913	\$1,290.31	\$1.41	8
-	-	-	6,098	\$5,270.42	\$0.86	9
88	\$10.32	\$0.12	2,822	\$2,557.74	\$0.91	10
-	-	-	784	1,255.66	1.60	11
-	-	-	6,003	5,153.42	.86	12
-	-	-	195	204.37	1.05	13
-	-	-	129	34.65	.27	14
-	-	-	95	117.00	1.23	15
88	\$10.32	\$0.12	3,017	\$2,762.11	\$0.92	16
-	-	-	913	\$1,290.31	\$1.41	17
-	-	-	6,098	\$5,270.42	\$0.86	18

¹ See footnote ¹ Table III A, page 60.

TABLE IV. — *Number of Employees Affected by Changes in RATES*

INDUSTRIES.		Voluntary	Under Sliding Scales
Building and Stone Working.			
1	Building trades, 1907,	16	-
2	Building trades, 1908,	12	-
3	Building trades, 1909,	179	-
4	Building and street labor, 1907,	12	-
5	Building and street labor, 1908,	-	-
6	Building and street labor, 1909,	-	-
7	Stone working, 1907,	-	-
8	Stone working, 1908,	-	-
9	Stone working, 1909,	76	-
Clothing.			
10	Boots and shoes, 1907,	-	-
11	Boots and shoes, 1908,	15	-
12	Boots and shoes, 1909,	31	-
13	Garments, 1907,	88	-
14	Garments, 1908,	-	-
15	Garments, 1909,	-	-
16	Hats, caps, and furs, 1907,	-	-
17	Hats, caps, and furs, 1908,	-	-
18	Hats, caps, and furs, 1909,	-	-
19	Shirts, collars, and laundry, 1907,	-	-
20	Shirts, collars, and laundry, 1908,	-	-
21	Shirts, collars, and laundry, 1909,	-	-
Food, Liquors, and Tobacco.			
22	Food products, 1907,	-	-
23	Food products, 1908,	-	-
24	Food products, 1909,	-	-
25	Liquors, 1907,	-	-
26	Liquors, 1908,	-	-
27	Liquors, 1909,	-	-
28	Tobacco, 1907,	-	-
29	Tobacco, 1908,	200	-
30	Tobacco, 1909,	-	-
Leather and Rubber Goods.			
31	Leather and leather goods, 1907,	-	-
32	Leather and leather goods, 1908,	-	-
33	Leather and leather goods, 1909,	-	-
34	Rubber and gutta percha goods, 1907,	40	-
35	Rubber and gutta percha goods, 1908,	-	-
36	Rubber and gutta percha goods, 1909,	9	-
Metals, Machinery, and Shipbuilding.			
37	Iron and steel manufactures, 1907,	2,445	-
38	Iron and steel manufactures, 1908,	18	-
39	Iron and steel manufactures, 1909,	42	-
40	Miscellaneous metal manufactures, 1907,	346	-
41	Miscellaneous metal manufactures, 1908,	-	-
42	Miscellaneous metal manufactures, 1909,	2	-
43	Shipbuilding, 1907,	-	-
44	Shipbuilding, 1908,	-	-
45	Shipbuilding, 1909,	-	-

OF WAGES in 1907-1909 : By Methods of Arrangement.

AT REQUEST OF EMPLOYEES						Totals	
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration		
14,022	182	14,180	24	7,916	6,288	14,204	1
720	261	821	160	981	-	981	2
3,821	1,331	5,121	31	5,152	-	5,152	3
330	126	411	45	456	-	456	4
-	100	-	100	100	-	100	5
48	204	122	130	172	80	252	6
38	227	265	-	265	-	265	7
237	325	562	-	562	-	562	8
664	342	1,006	-	1,006	-	1,006	9
1,861	15	1,138	738	1,853	23	1,876	10
758	16	753	21	718	56	774	11
357	241	524	74	516	82	598	12
127	-	127	-	127	-	127	13
83	-	83	-	83	-	83	14
140	-	140	-	140	-	140	15
52	-	52	-	52	-	52	16
-	-	-	-	-	-	-	17
-	-	-	-	-	-	-	18
11	-	11	-	11	-	11	19
-	-	-	-	-	-	-	20
25	-	25	-	25	-	25	21
79	-	35	44	79	-	79	22
-	48	-	48	48	-	48	23
300	-	-	300	300	-	300	24
47	129	170	6	176	-	176	25
139	-	114	25	139	-	139	26
704	-	704	-	704	-	704	27
105	383	488	-	488	-	488	28
58	22	80	-	80	-	80	29
-	-	-	-	-	-	-	30
100	-	100	-	100	-	100	31
-	-	-	-	-	-	-	32
-	-	-	-	-	-	-	33
207	-	-	207	207	-	207	34
-	-	-	-	-	-	-	35
-	-	-	-	-	-	-	36
1,083	231	1,034	280	1,183	131	1,314	37
430	-	430	-	430	-	430	38
70	-	-	70	70	-	70	39
47	16	63	-	63	-	63	40
-	-	-	-	-	-	-	41
41	-	41	-	41	-	41	42
36	78	114	-	114	-	114	43
9	-	9	-	9	-	9	44
-	-	-	-	-	-	-	45

TABLE IV. — *Number of Employees Affected by Changes in RATES*

	INDUSTRIES.	Voluntary	Under Sliding Scales
Printing and Allied Trades.			
1	Printing and publishing, 1907,	-	-
2	Printing and publishing, 1908,	-	-
3	Printing and publishing, 1909,	42	-
4	Bookbinding and blankbook making, 1907,	-	-
5	Bookbinding and blankbook making, 1908,	-	-
6	Bookbinding and blankbook making, 1909,	262	-
7	Lithographing and engraving, 1907,	-	-
8	Lithographing and engraving, 1908,	-	-
9	Lithographing and engraving, 1909,	-	-
Public Employment.			
10	Federal employees, 1907,	2,613	-
11	Federal employees, 1908,	1,114	-
12	Federal employees, 1909,	495	-
13	State employees, 1907,	295	-
14	State employees, 1908,	100	-
15	State employees, 1909,	-	-
16	Municipal employees, 1907,	3,169	-
17	Municipal employees, 1908,	509	-
18	Municipal employees, 1909,	7	-
Restaurants and Retail Trade.			
19	Hotels and restaurants, 1907,	-	-
20	Hotels and restaurants, 1908,	-	-
21	Hotels and restaurants, 1909,	-	-
Textiles.			
22	Bleaching, dyeing, and printing, 1907,	297	-
23	Bleaching, dyeing, and printing, 1908,	303	-
24	Bleaching, dyeing, and printing, 1909,	-	-
25	Cotton goods, 1907,	55,732	20,730
26	Cotton goods, 1908,	63,851	19,552
27	Cotton goods, 1909,	1,146	-
28	Flax, hemp, and jute goods, 1907,	597	-
29	Flax, hemp, and jute goods, 1908,	2,200	-
30	Flax, hemp, and jute goods, 1909,	110	-
31	Hosiery and knit goods, 1907,	4,000	-
32	Hosiery and knit goods, 1908,	4,154	-
33	Hosiery and knit goods, 1909,	-	-
34	Woolen and worsted goods, 1907,	10,428	-
35	Woolen and worsted goods, 1908,	3,886	-
36	Woolen and worsted goods, 1909,	-	-
37	Other textiles, 1907,	-	-
38	Other textiles, 1908,	-	-
39	Other textiles, 1909,	24	-
Transportation.			
40	Railroads, 1907,	598	-
41	Railroads, 1908,	29	-
42	Railroads, 1909,	214	-
43	Teaming, 1907,	54	-
44	Teaming, 1908,	-	-
45	Teaming, 1909,	-	-
46	Navigation, 1907,	-	-
47	Navigation, 1908,	-	-
48	Navigation, 1909,	-	-

OF WAGES in 1907-1909: By Methods of Arrangement—Continued.

AT REQUEST OF EMPLOYEES						Totals	
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration		
1,818	-	1,818	-	1,818	-	1,818	1
95	-	95	-	95	-	95	2
823	-	823	-	273	550	823	3
-	5	5	-	5	-	5	4
-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	7
6	-	6	-	6	-	6	8
-	-	-	-	-	-	-	9
-	-	-	-	-	-	-	10
-	-	-	-	-	-	-	11
-	-	-	-	-	-	-	12
422	-	58	364	422	-	422	13
28	-	28	-	28	-	28	14
-	-	-	-	-	-	-	15
446	35	45	436	481	-	481	16
134	-	1	133	134	-	134	17
4	-	-	4	4	-	4	18
-	-	-	-	-	-	-	19
-	-	-	-	-	-	-	20
12	-	12	-	12	-	12	21
328	-	-	328	328	-	328	22
-	-	-	-	-	-	-	23
-	-	-	-	-	-	-	24
19,852	906	13,591	7,167	20,758	-	20,758	25
-	-	-	-	-	-	-	26
-	3,809	3,809	-	3,809	-	3,809	27
-	-	-	-	-	-	-	28
-	-	-	-	-	-	-	29
-	-	-	-	-	-	-	30
82	-	82	-	82	-	82	31
-	-	-	-	-	-	-	32
-	-	-	-	-	-	-	33
395	58	285	168	453	-	453	34
-	-	-	-	-	-	-	35
37	28	30	35	65	-	65	36
-	-	-	-	-	-	-	37
-	-	-	-	-	-	-	38
100	52	-	152	152	-	152	39
17,692	259	17,487	464	17,951	-	17,951	40
430	-	430	-	430	-	430	41
1,581	75	1,656	-	210	1,446	1,656	42
1,166	214	1,380	-	1,270	110	1,380	43
248	136	384	-	255	129	384	44
-	-	-	-	-	-	-	45
216	12	228	-	228	-	228	46
-	-	-	-	-	-	-	47
-	-	-	-	-	-	-	48

TABLE IV. — *Number of Employees Affected by Changes in RATES*

	INDUSTRIES.	Voluntary	Under Sliding Scales
Transportation — Con.			
1	Freight handling, 1907,	-	-
2	Freight handling, 1908,	8	-
3	Freight handling, 1909,	-	-
4	Telegraphs, 1907,	546	-
5	Telegraphs, 1908,	-	-
6	Telegraphs, 1909,	-	-
Woodworking and Furniture.			
7	Planing mill products, 1907,	-	-
8	Planing mill products, 1908,	-	-
9	Planing mill products, 1909,	-	-
10	Cooperage, 1907,	-	-
11	Cooperage, 1908,	-	-
12	Cooperage, 1909,	-	-
13	Wood turning and carving, 1907,	-	-
14	Wood turning and carving, 1908,	102	-
15	Wood turning and carving, 1909,	-	-
Miscellaneous.			
16	Barbering, 1907,	23	-
17	Barbering, 1908,	-	-
18	Barbering, 1909,	-	-
19	Chemicals, 1907,	-	-
20	Chemicals, 1908,	-	-
21	Chemicals, 1909,	16	-
22	Glass and glassware, 1907,	-	-
23	Glass and glassware, 1908,	731	-
24	Glass and glassware, 1909,	731	-
25	Paper and paper goods, 1907,	102	-
26	Paper and paper goods, 1908,	146	-
27	Paper and paper goods, 1909,	-	-
28	Stationary enginemen, 1907,	-	-
29	Stationary enginemen, 1908,	-	-
30	Stationary enginemen, 1909,	-	-
31	Theatres and music, 1907,	-	-
32	Theatres and music, 1908,	-	-
33	Theatres and music, 1909,	-	-
34	Water, light, and power, 1907,	27	-
35	Water, light, and power, 1908,	132	-
36	Water, light, and power, 1909,	-	-
37	All Industries, 1907,	81,428	20,730
38	All Industries, 1908,	77,510	19,552
39	All Industries, 1909,	3,386	-

OF WAGES in 1907-1909: By Methods of Arrangement—Concluded.

AT REQUEST OF EMPLOYEES						Totals	
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration		
-	-	-	-	-	-	-	1
-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	3
8	-	8	-	8	-	8	4
-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	6
44	16	23	37	60	-	60	7
-	-	-	-	-	-	-	8
-	-	-	-	-	-	-	9
97	-	97	-	97	-	97	10
-	-	-	-	-	-	-	11
-	-	-	-	-	-	-	12
200	-	200	-	200	-	200	13
-	-	-	-	-	-	-	14
-	-	-	-	-	-	-	15
86	-	86	-	86	-	86	16
-	-	-	-	-	-	-	17
-	-	-	-	-	-	-	18
23	125	18	130	148	-	148	19
-	-	-	-	-	-	-	20
8	-	-	8	8	-	8	21
-	-	-	-	-	-	-	22
-	-	-	-	-	-	-	23
-	-	-	-	-	-	-	24
12	-	12	-	12	-	12	25
7	-	7	-	7	-	7	26
-	-	-	-	-	-	-	27
381	-	368	13	381	-	381	28
-	-	-	-	-	-	-	29
94	-	86	8	94	-	94	30
36	-	36	-	36	-	36	31
-	5	5	-	5	-	5	32
16	16	30	2	32	-	32	33
10	-	-	10	10	-	10	34
10	-	10	-	-	10	10	35
-	-	-	-	-	-	-	36
61,459	3,017	54,015	10,451	57,924	6,552	64,476	37
3,392	913	3,818	497	4,110	195	4,305	38
8,845	6,098	14,129	814	12,785	2,158	14,943	39

TABLE V. — *Changes in RATES OF*

	LOCALITIES.	INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
1	The State, 1907,	166,167	\$142,219.17	\$0.86
2	The State, 1908,	5,947	9,339.18	1.57
3	The State, 1909,	18,133	17,839.01	.98
4	Abington, 1909,	27	\$1.00	3.00
5	Arlington, 1909,	8	19.20	2.40
6	Boston, 1907,	18,057	24,216.61	1.34
7	Boston, 1908,	1,999	3,068.99	1.54
8	Boston, 1909,	4,496	4,551.80	1.01
9	Bridgewater, 1907,	34	51.00	1.50
10	Bridgewater, 1908,	50	150.00	3.00
11	Bridgewater, 1909,	76	56.40	.74
12	Brockton, 1907,	2,170	3,485.70	1.61
13	Brockton, 1908,	300	214.25	.71
14	Brockton, 1909,	83	102.44	1.23
15	Brookline, 1908,	74	71.04	.96
16	Brookline, 1909,	70	46.20	.66
17	Cambridge, 1907,	347	441.21	1.27
18	Cambridge, 1909,	166	245.50	1.48
19	Chelmsford, 1907,	12	18.00	1.50
20	Chelmsford, 1909,	97	106.80	1.10
21	Chelsea, 1907,	338	350.70	1.04
22	Chelsea, 1909,	16	62.40	3.90
23	Concord, 1909,	66	107.64	1.63
24	Dracut, 1909,	5	6.40	1.28
25	East Longmeadow, 1908,	106	156.49	1.48
26	East Longmeadow, 1909,	6	8.92	1.49
27	Fall River, 1907,	29,116	26,615.77	.91
28	Fall River, 1908,	106	213.34	2.01
29	Fall River, 1909,	3,896	2,009.98	.52
30	Fitchburg, 1907,	2,087	1,631.45	.78
31	Fitchburg, 1908,	—	—	—
32	Fitchburg, 1909,	55	33.15	.60
33	Framingham, 1907,	680	693.60	1.02
34	Framingham, 1908,	10	26.99	2.70
35	Framingham, 1909,	53	113.09	2.13
36	Gardner, 1907,	50	75.00	1.50
37	Gardner, 1908,	13	31.20	2.40
38	Gardner, 1909,	92	154.80	1.68
39	Gloucester, 1909,	337	507.50	1.51
40	Grafton, 1907,	651	477.32	.73
41	Grafton, 1908,	—	—	—
42	Grafton, 1909,	20	30.00	1.50
43	Great Barrington, 1907,	514	253.07	.49
44	Great Barrington, 1909,	34	102.00	3.00
45	Greenfield, 1909,	24	57.60	2.40
46	Haverhill, 1907,	308	284.08	.92
47	Haverhill, 1908,	75	112.50	1.50
48	Haverhill, 1909,	84	91.22	1.09

¹ Employees whose wages were changed upwards and downwards during the year are included under both "increases" and "decreases" but are counted only once under "net changes."

WAGES in 1907-1909 : By Localities.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)	
467	\$584.46	\$1.25	166,634	+\$141,634.71	+\$0.85	1
95,420	98,905.88	1.04	101,367	-89,566.70	-.88	2
304	446.03	1.47	¹ 18,329	+17,392.98	+.95	3
-	-	-	27	+81.00	+3.00	4
8	9.60	1.20	¹ 8	+9.60	+1.20	5
163	191.82	1.18	18,220	+24,024.79	+1.32	6
501	788.13	1.57	2,500	+2,280.86	+.91	7
130	179.76	1.38	¹ 4,541	+4,372.04	+.96	8
-	-	-	34	+51.00	+1.50	9
-	-	-	50	+150.00	+3.00	10
-	-	-	76	+56.40	+.74	11
-	-	-	2,170	+3,485.70	+1.61	12
-	-	-	300	+214.25	+.71	13
-	-	-	83	+102.44	+1.23	14
-	-	-	74	+71.04	+.96	15
-	-	-	70	+46.20	+.66	16
-	-	-	347	+441.21	+1.27	17
24	33.39	1.39	¹ 175	+212.11	+1.21	18
-	-	-	12	+18.00	+1.50	19
-	-	-	97	+106.80	+1.10	20
-	-	-	338	+350.70	+1.04	21
-	-	-	16	+62.40	+3.90	22
-	-	-	66	+107.64	+1.63	23
-	-	-	5	+6.40	+1.28	24
-	-	-	106	+156.49	+1.48	25
-	-	-	6	+8.92	+1.49	26
-	-	-	29,116	+26,615.77	+.91	27
26,824	42,361.48	1.58	26,930	-42,148.14	-1.57	28
-	-	-	3,896	+2,009.98	+.52	29
-	-	-	2,087	+1,631.45	+.78	30
1,035	1,325.76	1.28	1,035	-1,325.76	-1.28	31
-	-	-	55	+33.15	+.60	32
-	-	-	680	+693.60	+1.02	33
-	-	-	10	+26.99	+2.70	34
-	-	-	53	+113.09	+2.13	35
-	-	-	50	+75.00	+1.50	36
-	-	-	13	+31.20	+2.40	37
-	-	-	92	+154.80	+1.68	38
-	-	-	337	+507.50	+1.51	39
-	-	-	651	+477.32	+.73	40
642	466.24	.73	642	-466.24	-.73	41
-	-	-	20	+30.00	+1.50	42
-	-	-	514	+253.07	+.49	43
-	-	-	34	+102.00	+3.00	44
-	-	-	24	+57.60	+2.40	45
23	11.50	.50	331	+272.58	+.82	46
-	-	-	75	+112.50	+1.50	47
-	-	-	84	+91.22	+1.09	48

TABLE V.—*Changes in RATES OF WAGES*

	LOCALITIES.	INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
1	HOLYOKE, 1907,	4,542	\$3,550.95	\$0.78
2	HOLYOKE, 1908,	5	7.50	1.50
3	HOLYOKE, 1909,	100	65.00	.65
4	Hopkinton, 1909,	24	21.60	.90
5	LAWRENCE, 1907,	14,426	6,393.60	.44
6	LAWRENCE, 1908,	97	155.20	1.60
7	LAWRENCE, 1909,	445	826.70	1.86
8	LOWELL, 1907,	18,360	7,485.33	.41
9	LOWELL, 1908,	4	13.00	3.25
10	LOWELL, 1909,	45	67.32	1.50
11	Ludlow, 1908,	—	—	—
12	Ludlow, 1909,	—	—	—
13	LYNN, 1907,	255	467.50	1.83
14	LYNN, 1908,	872	2,130.58	2.44
15	LYNN, 1909,	558	1,187.25	2.13
16	Marblehead, 1909,	26	37.44	1.44
17	MARLBOROUGH, 1908,	49	88.20	1.80
18	MARLBOROUGH, 1909,	119	160.60	1.35
19	Merrimac, 1909,	55	52.20	.95
20	Milford, 1907,	281	238.36	.85
21	Milford, 1909,	97	50.76	.52
22	Monson, 1907,	75	112.50	1.50
23	MONSOD, 1908,	65	78.00	1.20
24	Monson, 1909,	23	9.66	.42
25	Nantucket, 1909,	80	72.00	.90
26	NEW BEDFORD, 1907,	18,172	15,563.51	.86
27	NEW BEDFORD, 1908,	53	63.60	1.20
28	NEW BEDFORD, 1909,	950	1,319.49	1.39
29	NEWTON, 1908,	90	135.00	1.50
30	NEWTON, 1909,	40	60.00	1.50
31	NORTH ADAMS, 1907,	2,529	1,933.18	.76
32	NORTH ADAMS, 1908,	47	65.70	1.40
33	NORTH ADAMS, 1909,	181	349.80	1.93
34	NORTHAMPTON, 1907,	92	43.18	.47
35	NORTHAMPTON, 1908,	2	7.00	3.50
36	NORTHAMPTON, 1909,	38	57.00	1.50
37	Norwood, 1907,	40	72.00	1.80
38	Norwood, 1909,	322	134.92	.42
39	Peabody, 1907,	13	39.00	3.00
40	Peabody, 1908,	11	18.81	1.71
41	Peabody, 1909,	8	13.36	1.67
42	PITTSFIELD, 1907,	524	1,241.02	2.37
43	PITTSFIELD, 1908,	7	21.00	3.00
44	PITTSFIELD, 1909,	160	293.45	1.83
45	QUINCY, 1907,	84	228.00	2.71
46	QUINCY, 1908,	334	430.50	1.29
47	QUINCY, 1909,	249	239.04	.96
48	SALEM, 1907,	1,401	566.59	.40
49	SALEM, 1908,	—	—	—
50	SALEM, 1909,	1,234	724.60	.59
51	Somerset, 1909,	7	16.50	2.36

in 1907-1909: By Localities — Continued.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)	
—	—	—	4,542	+\$3,550.95	+\$0.78	1
2,456	\$1,516.53	\$0.62	2,461	—1,509.03	— .61	2
—	—	—	100	+65.00	+ .65	3
—	—	—	24	+21.60	+ .90	4
—	—	—	14,426	+6,393.60	+ .44	5
10,256	7,410.22	.72	10,353	—7,255.02	— .70	6
—	—	—	445	+826.70	+1.86	7
2	2.32	1.16	18,362	+7,483.01	+ .41	8
15,903	13,067.89	.82	15,907	—13,054.89	— .82	9
—	—	—	45	+67.32	+1.50	10
2,000	920.00	.46	2,000	—920.00	— .46	11
110	202.40	1.84	110	—202.40	—1.84	12
—	—	—	255	+467.50	+1.83	13
—	—	—	872	+2,130.58	+2.44	14
—	—	—	558	+1,187.25	+2.13	15
—	—	—	26	+37.44	+1.44	16
—	—	—	49	+88.20	+1.80	17
—	—	—	119	+160.60	+1.35	18
—	—	—	55	+52.20	+ .95	19
—	—	—	281	+238.36	+ .85	20
—	—	—	97	+50.76	+ .52	21
—	—	—	75	+112.50	+1.50	22
—	—	—	65	+78.00	+1.20	23
—	—	—	23	+9.66	+ .42	24
—	—	—	50	+72.00	+ .90	25
—	—	—	18,172	+15,563.51	+ .86	26
17,115	17,250.23	1.01	17,168	—17,186.63	—1.00	27
—	—	—	950	+1,319.49	+1.39	28
—	—	—	90	+135.00	+1.50	29
—	—	—	40	+60.00	+1.50	30
—	—	—	2,529	+1,933.18	+ .76	31
—	—	—	47	+65.70	+1.40	32
—	—	—	181	+349.80	+1.93	33
—	—	—	92	+43.18	+ .47	34
160	78.64	.49	162	—71.64	— .44	35
—	—	—	38	+57.00	+1.50	36
—	—	—	40	+72.00	+1.80	37
20	2.40	.12	342	+132.52	+ .39	38
198	322.52	1.63	211	—283.52	—1.34	39
—	—	—	11	+18.81	+1.71	40
—	—	—	8	+13.36	+1.67	41
—	—	—	524	+1,241.02	+2.37	42
—	—	—	7	+21.00	+3.00	43
—	—	—	160	+293.45	+1.83	44
—	—	—	84	+228.00	+2.71	45
—	—	—	334	+430.50	+1.29	46
—	—	—	249	+239.04	+ .96	47
—	—	—	1,401	+566.59	+ .40	48
1,412	1,089.05	.77	1,412	—1,089.05	— .77	49
—	—	—	1,234	+724.60	+ .59	50
—	—	—	7	+16.50	+2.36	51

TABLE V.—*Changes in RATES OF WAGES*

LOCALITIES.		INCREASES		
		Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease
1	Southbridge, 1907,	181	\$171.90	\$0.95
2	Southbridge, 1909,	42	63.00	1.50
3	SPRINGFIELD, 1907,	845	1,450.99	1.72
4	SPRINGFIELD, 1908,	523	427.97	.82
5	SPRINGFIELD, 1909,	609	705.81	1.16
6	TAUNTON, 1907,	2,840	3,479.13	1.23
7	TAUNTON, 1908,	112	89.08	.80
8	TAUNTON, 1909,	214	248.00	1.16
9	WALTHAM, 1907,	1,032	515.48	.50
10	WALTHAM, 1908,	—	—	—
11	WALTHAM, 1909,	4	5.52	1.38
12	Watertown, 1907,	380	473.45	1.25
13	Watertown, 1908,	40	66.09	1.65
14	Watertown, 1909,	68	87.00	1.28
15	Webster, 1907,	2,281	1,722.22	.76
16	Webster, 1909,	4	10.00	2.50
17	Westborough, 1907,	43	77.00	1.79
18	Westborough, 1909,	6	9.00	1.50
19	Whitman, 1907,	33	49.50	1.50
20	Whitman, 1908,	69	114.30	1.66
21	Whitman, 1909,	14	26.76	1.91
22	WORCESTER, 1907,	457	447.20	.98
23	WORCESTER, 1908,	—	—	—
24	WORCESTER, 1909,	751	1,340.94	1.79
25	Others, 1907,	42,917	37,304.07	.87
26	Others, 1908,	834	1,382.85	1.66
27	Others, 1909,	1,949	1,090.25	.56

in 1907-1909 : By Localities — Concluded.

DECREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (-)	Average Weekly Increase (+) or Decrease (-)	
-	-	-	181	+\$171.90	+\$0.95	1
-	-	-	42	+63.00	+1.50	2
17	\$28.20	\$1.66	562	+1,422.79	+1.65	3
2	3.60	1.80	525	+424.37	+.81	4
3	6.00	2.00	612	+699.81	+1.14	5
-	-	-	2,840	+3,479.13	+1.23	6
981	1,074.32	1.10	1,093	-985.24	-.90	7
-	-	-	214	+248.00	+1.16	8
-	-	-	1,032	+515.48	+.50	9
627	144.21	.23	627	-144.21	-.23	10
-	-	-	4	+5.52	+1.38	11
-	-	-	380	+473.45	+1.25	12
-	-	-	40	+66.09	+1.65	13
9	12.48	1.39	77	+74.52	+.97	14
-	-	-	2,281	+1,722.22	+.76	15
-	-	-	4	+10.00	+2.50	16
-	-	-	43	+77.00	+1.79	17
-	-	-	6	+9.00	+1.50	18
-	-	-	33	+49.50	+1.50	19
-	-	-	69	+114.30	+1.66	20
-	-	-	14	+26.76	+1.91	21
2	.16	.08	459	+447.04	+.97	22
102	167.10	1.64	102	-167.10	-1.64	23
-	-	-	751	+1,340.94	+1.79	24
62	27.94	.45	42,979	+37,276.13	+.87	25
15,404	11,242.48	.73	16,238	-9,859.63	-.61	26
-	-	-	1,949	+1,090.25	+.56	27

TABLE VI. — *Changes in RATES OF WAGES Granted Employees of Each Sex during 1909 : By Industries.*

INDUSTRIES.	MALES			FEMALES		
	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)	Average Weekly Increase (+) or Decrease (—)
Building and Stone Working.						
Building trades,	5,331	+\$6,740.56	+\$1.26	—	—	—
Building and street labor,	252	+287.40	+1.14	—	—	—
Stone working,	1,082	+955.36	+.88	—	—	—
Clothing.						
Boots and shoes,	391	+\$63.23	+2.21	238	+\$410.65	+\$1.73
Garments,	140	+280.00	+2.00	—	—	—
Shirts, collars, and laundry,	—	—	—	25	+15.00	+.60
Food, Liquors, and Tobacco.						
Food products,	300	+405.00	+1.35	—	—	—
Liquors,	704	+472.50	+.67	—	—	—
Leather and Rubber Goods.						
Rubber and gutta percha goods,	9	—15.39	—1.71	—	—	—
Metals, Machinery, and Shipbuilding.						
Iron and steel manufactures,	112	+234.96	+2.10	—	—	—
Miscellaneous metal manufactures,	43	+64.26	+1.49	—	—	—
Printing and Allied Trades.						
Printing and publishing,	804	+993.46	+1.24	61	+58.80	+.96
Bookbinding and blankbook making,	162	+48.60	+.30	100	+30.00	+.30
Public Employment.						
Federal employees,	495	+500.22	+1.01	—	—	—
Municipal employees,	11	+34.01	+3.09	—	—	—
Restaurants and Retail Trade.						
Hotels and restaurants,	—	—	—	12	+6.00	+.50
Textiles.						
Cotton goods,	2,369	+1,166.09	+.49	2,586	+1,236.08	+.48
Flax, hemp, and jute goods,	110	—202.40	—1.84	—	—	—
Woolen and worsted goods,	60	+46.07	+.77	5	+2.10	+.42
Other textiles,	110	+92.65	+.84	66	+68.65	+1.04
Transportation.						
Railroads,	1,866	+1,347.41	+.84	4	+5.10	+1.28
Miscellaneous.						
Chemicals,	4	+2.00	+.50	20	+19.86	+.99
Glass and glassware,	619	1—	—	112	1—	—
Stationary enginemen,	94	+188.62	+2.01	—	—	—
Theatres and music,	32	+34.00	+1.06	—	—	—
All Industries,	15,100	¹+\$14,538.61	+\$1.00	3,229	¹+\$1,852.24	+\$0.59

¹ The returns for 112 employees in the glass and glassware industry did not specify the amounts of increases by sex. The average weekly changes for "all industries" are computed on the basis of 14,481 males and 3,117 females.

TABLE VII. — *Changes in RATES OF WAGES in Industries in which Females were Affected during 1909.*

INDUSTRIES AND OCCUPATIONS.	FEMALES		
	Number of Employees Affected	Total Weekly Increase	Average Weekly Increase
Clothing.			
<i>Boots and Shoes.</i>			
Buttonhole operators,	238	\$410.65	\$1.73
Finishers,	16	32.00	2.00
Packers and tip fixers,	2	8.00	4.00
Patent leather repairers,	177	292.95	1.65
	43	77.70	1.81
<i>Shirts, Collars, and Laundry.</i>			
Ironers,	25	15.00	.60
	25	15.00	.60
Printing and Allied Trades.			
<i>Printing and Publishing.</i>			
Compositors,	61	58.80	.96
	61	58.80	.96
<i>Bookbinding and Blankbook Making.</i>			
Bookbinders,	100	30.00	.30
	100	30.00	.30
Restaurants and Retail Trade.			
<i>Hotels and Restaurants.</i>			
Dish washers,	12	6.00	.50
	12	6.00	.50
Textiles.			
<i>Cotton Goods.</i>			
Carders,	2,586	1,236.08	.48
Cloth-room employees,	334	193.72	.58
Spinners,	37	26.64	.72
Spoolers,	477	133.56	.28
Weavers,	281	75.87	.27
Operatives, n. s.,	899	548.39	.61
	558	257.90	.46
<i>Woolen and Worsted Goods.</i>			
Weavers,	5	2.10	.42
	5	2.10	.42
<i>Other Textiles.</i>			
Weavers,	66	68.65	1.04
	66	68.65	1.04
Transportation.			
<i>Steam Railroads.</i>			
Clerks,	4	5.10	1.28
	4	5.10	1.28
Miscellaneous.			
<i>Chemicals.</i>			
Glue workers,	20	19.88	.99
Soap makers,	8	13.36	1.67
	12	6.50	.54
<i>Glass and Glassware.</i>			
Glass cutters,	112	1 -	-
Glass decorators,	13	-	-
Glass workers,	1	-	-
Other glass workers,	2	-	-
Other employees,	50	-	-
	46	-	-
All Industries,	3,229	¹\$1,852.24	\$0.59

¹ See footnote to Table VI, page 76.

2. HOURS OF LABOR.

TABLE VIII. — *Decreases in HOURS OF LABOR in 1909 : By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly De- crease
Building and Stone Working.			
<i>Building Trades.</i>	6,059	22,119.3	3.7
Carpenters,	5,335	19,735.0	3.7
Electrical workers,	181	436.7	2.4
Electrical workers' helpers,	73	124.1	1.7
Hoisting and portable engineers,	53	268.0	5.1
Lathers,	126	78.0	3.0
Painters, decorators, and paperhangers,	85	59.5	0.7
Plumbers,	160	760.0	4.8
Sheet metal workers,	96	453.0	4.8
Steam fitters and helpers,	50	200.0	4.0
<i>Building and Street Labor.</i>	20	120.0	6.0
Building laborers,	120	120.0	6.0
<i>Stone Working.</i>	76	237.6	3.1
Granite cutters,	42	33.6	0.8
Paving cutters,	134	204.0	6.0
Clothing.			
<i>Boots and Shoes.</i>	36	124.0	3.4
Boot and shoe workers:			
Packers,	15	15.0	3.0
Sole cutters, sorters, and stock workers,	16	64.0	4.0
Tip fixers,	115	45.0	3.0
<i>Garments.</i>	470	677.0	1.4
Corset makers,	228	399.0	1.8
Trimmers,	12	48.0	4.0
Underwear and other garment makers,	230	230.0	1.0
Food, Liquors, and Tobacco.			
<i>Liquors.</i>	152	831.0	5.5
Bottlers and drivers,	125	750.0	6.0
Brewery workmen,	127	81.0	3.0
Leather and Rubber Goods.			
<i>Rubber and Gutta Percha Goods.</i>	1,087	1,985.8	1.2
Firemen,	29	144.0	16.0
Rubber workers,	1,078	1,141.8	1.1
Metals, Machinery, and Shipbuilding.			
<i>Iron and Steel Manufacture.</i>	105	66.4	0.6
Blacksmiths,	6	7.2	1.2
Horseshoers,	99	59.2	0.6
Printing and Allied Trades.			
<i>Printing and Publishing.</i>	3,363	17,645.5	5.2
Apprentices,	5	30.0	6.0
Composers,	8	48.0	6.0
Compositors and others,	1,500	8,177.5	5.5
Electrotypers,	264	806.5	3.1
Errand boys,	21	127.0	6.0
Machinists and carpenters,	120	120.0	6.0
Pressmen, feeders, and helpers,	1,178	6,339.0	5.4
Proofreaders,	21	116.5	5.5
Shippers,	14	84.0	6.0
Others,	332	1,800.0	5.4
<i>Bookbinding and Blankbook Making.</i>	1,625	7,948.5	4.9
Bookbinders,	1,625	7,948.5	4.9

¹ Employees also received increase in wages.² Employees also received decrease in wages.

TABLE VIII. — *Decreases in HOURS OF LABOR in 1909 : By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Printing and Allied Trades—Con.			
<i>Lithographing and Engraving.</i>	23	137.0	6.0
Photo-engravers,	23	137.0	6.0
Restaurants and Retail Trade.			
<i>Hotels and Restaurants.</i>	77	613.0	8.0
Cooks,	5	25.0	5.0
Engineers and firemen,	4	112.0	25.0
Waiters,	68	476.0	7.0
<i>Retail Trade.</i>	3,597	3,899.6	1.1
Retail clerks,	3,597	3,899.6	1.1
Textiles.			
<i>Cotton Goods.</i>	25,389	50,778.0	2.0
Operatives,	25,389	50,778.0	2.0
<i>Woolen and Worsted Goods.</i>	2,428	4,856.0	2.0
Operatives,	2,428	4,856.0	2.0
<i>Other Textiles.</i>	111	222.0	2.0
Silk operatives,	111	222.0	2.0
Transportation.			
<i>Railroads.</i>	25	150.0	6.0
Laborers,	25	150.0	6.0
Wooden Manufactures.			
<i>Wood Turning and Carving.</i>	825	4,435.0	5.4
Carriage workers:			
Blacksmiths,	30	162.0	5.4
Body makers,	95	570.0	6.0
Carriage workers, <i>n. s.</i> ,	394	1,984.0	5.0
Metal workers,	50	290.0	5.8
Painters,	90	508.0	5.6
Trimmers,	102	571.0	5.6
Woodworkers,	60	330.0	5.5
Others (shippers and assemblers),	4	20.0	5.0
Miscellaneous.			
<i>Barbering.</i>	218	529.5	2.4
Barbers,	218	529.5	2.4
<i>Chemicals.</i>	126	720.0	5.7
Packers,	25	150.0	6.0
Printers,	26	156.0	6.0
Soap makers,	12	36.0	3.0
Other employees,	63	378.0	6.0
<i>Stationary Enginemen.</i>	3	72.0	24.0
Stationary firemen,	13	72.0	24.0
All Industries,	45,815	117,467.2	2.6

¹ Employees also received increase in wages.

TABLE IX. — *Increases and Net Changes in HOURS OF LABOR in 1909 : By Industries and Occupations.*

INDUSTRIES AND OCCU- PATIONS.	INCREASES			NET CHANGES		
	Number of Em- ployees Affected	Total Weekly Increase	Average Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)	Average Weekly Decrease (-) or In- crease (+)
Clothing.						
Boots and Shoes.	53	265.0	5.0	89	+141.0	+1.6
Lasters,	153	265.0	5.0	53	+265.0	+5.0
Transportation.						
Railroads.	330	1,650.0	5.0	355	+1,500.0	+4.2
Car workers,	330	1,650.0	5.0	330	+1,650.0	+5.0
Other Industries,	-	-	-	45,815	117,467.2	2.6
All Industries,	383	1,915.0	5.0	46,198	-115,552.2	-2.5

¹ Employees also received increase in wages.

TABLE X. — *Increases and Net Changes in HOURS OF LABOR, 1907-1909:
By Industries.*

INDUSTRIES AND YEARS.	INCREASES			NET CHANGES		
	Number of Em- ployees Affected	Total Weekly Increase	Average Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)	Average Weekly Decrease (-) or In- crease (+)
Building and Stone Working.						
Building trades, 1907,	-	-	-	1,121	-6,084.0	-5.4
Building trades, 1908,	43	258.0	6.0	1,642	-5,881.3	-3.6
Building trades, 1909,	-	-	-	6,059	-22,119.3	-3.7
Stone working, 1907,	-	-	-	-	-	-
Stone working, 1908,	46	276.0	6.0	129	-46.0	-0.4
Stone working, 1909,	-	-	-	76	-237.6	-3.1
Clothing.						
Boots and shoes, 1907,	-	-	-	9,513	-31,902.0	-3.4
Boots and shoes, 1908,	-	-	-	5	-15.0	-3.0
Boots and shoes, 1909,	53	265.0	5.0	89	+141.0	+1.6
Metals, Machinery, and Shipbuilding.						
Iron and steel manufactures, 1907, .	250	2,000.0	8.0	2,371	-4,738.0	-2.0
Iron and steel manufactures, 1908, .	-	-	-	557	-536.3	-1.0
Iron and steel manufactures, 1909, .	-	-	-	105	-66.4	-0.6
Public Employment.						
State employees, 1907,	16	141.0	8.8	974	-5,749.0	-5.9
State employees, 1908,	-	-	-	312	-3,208.0	-10.3
State employees, 1909,	-	-	-	-	-	-
Municipal employees, 1907,	32	384.0	12.0	223	-1,272.0	-5.7
Municipal employees, 1908,	-	-	-	249	-445.7	-1.8
Municipal employees, 1909,	-	-	-	-	-	-
Transportation.						
Railroads, 1907,	-	-	-	-	-	-
Railroads, 1908,	-	-	-	284	-4,890.0	-17.2
Railroads, 1909,	330	1,650.0	5.0	355	+1,500.0	+4.2
Other Industries, 1907,	-	-	-	24,107	122,489.0	5.1
Other Industries, 1908,	-	-	-	4,438	23,747.8	5.4
Other Industries, 1909,	-	-	-	45,815	117,467.2	2.6
All Industries, 1907,	293	2,525.0	8.5	24,405	-119,964.0	-4.9
All Industries, 1908,	89	534.0	6.0	4,517	-23,213.8	-5.1
All Industries, 1909,	383	1,915.0	5.0	46,138	-115,552.2	-2.5

TABLE XI. — *Decreases in HOURS OF LABOR, 1907-1909: By Industries.*

INDUSTRIES AND YEARS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease
Building and Stone Working.			
Building trades, 1907,	1,121	6,084.0	5.4
Building trades, 1908,	1,599	6,139.3	3.8
Building trades, 1909,	6,059	22,119.3	3.7
Building and street labor, 1907,	143	858.0	6.0
Building and street labor, 1908,	180	1,080.0	6.0
Building and street labor, 1909,	20	120.0	6.0
Stone working, 1907,	-	-	-
Stone working, 1908,	83	322.0	3.9
Stone working, 1909,	76	237.6	3.1
Clothing.			
Boots and shoes, 1907,	9,513	31,902.0	3.4
Boots and shoes, 1908,	5	15.0	3.0
Boots and shoes, 1909,	36	124.0	3.4
Garments, 1907,	158	948.0	6.0
Garments, 1908,	475	2,775.0	5.8
Garments, 1909,	470	677.0	1.4
Hats, caps, and furs, 1907,	72	216.0	3.0
Hats, caps, and furs, 1908,	-	-	-
Hats, caps, and furs, 1909,	-	-	-
Shirts, collars, and laundry, 1907,	11	44.0	4.0
Shirts, collars, and laundry, 1908,	-	-	-
Shirts, collars, and laundry, 1909,	-	-	-
Food, Liquors, and Tobacco.			
Food preparations, 1907,	3,150	18,900.0	6.0
Food preparations, 1908,	-	-	-
Food preparations, 1909,	-	-	-
Liquors, 1907,	145	870.0	6.0
Liquors, 1908,	27	204.0	7.6
Liquors, 1909,	152	831.0	5.5
Leather and Rubber Goods.			
Rubber and gutta percha goods, 1907,	-	-	-
Rubber and gutta percha goods, 1908,	-	-	-
Rubber and gutta percha goods, 1909,	1,087	1,285.8	1.2
Metals, Machinery, and Shipbuilding.			
Iron and steel manufactures, 1907,	2,121	6,738.0	3.2
Iron and steel manufactures, 1908,	557	536.3	1.0
Iron and steel manufactures, 1909,	105	66.4	0.6
Miscellaneous metal manufactures, 1907,	2,236	8,531.0	2.8
Miscellaneous metal manufactures, 1908,	43	208.0	4.8
Miscellaneous metal manufactures, 1909,	-	-	-
Shipbuilding, 1907,	75	450.0	6.0
Shipbuilding, 1908,	-	-	-
Shipbuilding, 1909,	-	-	-
Printing and Allied Trades.			
Printing and publishing, 1907,	-	-	-
Printing and publishing, 1908,	257	1,506.0	5.9
Printing and publishing, 1909,	3,363	17,645.5	5.2
Bookbinding and blankbook making, 1907,	412	2,472.0	6.0
Bookbinding and blankbook making, 1908,	25	150.0	6.0
Bookbinding and blankbook making, 1909,	1,625	7,948.5	4.9
Lithographing and engraving, 1907,	-	-	-
Lithographing and engraving, 1908,	-	-	-
Lithographing and engraving, 1909,	23	137.0	6.0

TABLE XI.—*Decreases in HOURS OF LABOR, 1907-1909: By Industries*
—Concluded.

INDUSTRIES AND YEARS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly De- crease
Public Employment.			
State employees, 1907,	958	5,890.0	6.1
State employees, 1908,	312	3,208.0	10.3
State employees, 1909,	—	—	—
Municipal employees, 1907,	191	1,656.0	8.7
Municipal employees, 1908,	249	445.7	1.8
Municipal employees, 1909,	—	—	—
Restaurants and Retail Trade.			
Hotels and restaurants, 1907,	—	—	—
Hotels and restaurants, 1908,	—	—	—
Hotels and restaurants, 1909,	77	613.0	8.0
Retail trade, 1907,	—	—	—
Retail trade, 1908,	66	340.5	5.2
Retail trade, 1909,	3,597	3,899.6	1.1
Textiles.			
Cotton goods, 1907,	73	146.0	2.0
Cotton goods, 1908,	—	—	—
Cotton goods, 1909,	25,389	50,778.0	2.0
Woolen and worsted goods, 1907,	69	138.0	2.0
Woolen and worsted goods, 1908,	—	—	—
Woolen and worsted goods, 1909,	2,428	4,856.0	2.0
Other textiles, 1907,	—	—	—
Other textiles, 1908,	—	—	—
Other textiles, 1909,	111	222.0	2.0
Transportation.			
Railroads, 1907,	—	—	—
Railroads, 1908,	284	4,890.0	17.2
Railroads, 1909,	25	150.0	6.0
Teaming, 1907,	1,155	5,775.0	5.0
Teaming, 1908,	—	—	—
Teaming, 1909,	—	—	—
Wooden Manufactures.			
Wood turning and carving, 1907,	62	264.0	4.3
Wood turning and carving, 1908,	—	—	—
Wood turning and carving, 1909,	825	4,435.0	5.4
Miscellaneous.			
Barbering, 1907,	2,028	21,085.0	10.4
Barbering, 1908,	108	98.0	0.9
Barbering, 1909,	218	529.5	2.4
Chemicals, 1907,	—	—	—
Chemicals, 1908,	—	—	—
Chemicals, 1909,	126	720.0	5.7
Paper and paper goods, 1907,	93	1,496.0	16.1
Paper and paper goods, 1908,	158	1,830.0	11.6
Paper and paper goods, 1909,	—	—	—
Stationary enginemen, 1907,	276	7,676.0	27.8
Stationary enginemen, 1908,	—	—	—
Stationary enginemen, 1909,	3	72.0	24.0
Water, light, and power, 1907,	45	350.0	7.8
Water, light, and power, 1908,	—	—	—
Water, light, and power, 1909,	—	—	—
All Industries, 1907,	24,107	122,489.0	5.1
All Industries, 1908,	4,428	23,747.8	5.4
All Industries, 1909,	45,815	117,467.2	2.6

TABLE XII A. — *Methods by which Changes in*

	METHODS.	DECREASES		
		Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
1	Voluntary, 1907,	5,397	21,623.0	4.0
2	Voluntary, 1908,	854	7,154.0	8.4
3	Voluntary, 1909,	5,803	23,521.6	4.1
4	In anticipation of 56-hour law, 1909,	27,928	55,856.0	2.0
5	At request of employees, 1907,	18,710	100,866.0	5.4
6	At request of employees, 1908,	3,574	16,593.8	4.6
7	At request of employees, 1909,	12,084	38,089.6	3.2
8	All Methods, 1907,	24,107	122,489.0	5.1
9	All Methods, 1908,	4,428	23,747.8	5.4
10	All Methods, 1909,	45,815	117,467.2	2.6

TABLE XII B. — *Changes in HOURS OF LABOR*

	METHODS.	DECREASES		
		Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
1	Without strike, 1907,	18,484	99,602.0	5.4
2	Without strike, 1908,	3,154	14,523.8	4.6
3	Without strike, 1909,	11,363	35,944.8	3.2
4	After strike, 1907,	226	1,264.0	5.6
5	After strike, 1908,	420	2,070.0	4.9
6	After strike, 1909,	721	2,144.8	3.0
7	Totals, 1907,	18,710	100,866.0	5.4
8	Totals, 1908,	3,574	16,593.8	4.6
9	Totals, 1909,	12,084	38,089.6	3.2
10	With aid of labor organizations, 1907,	6,284	40,670.0	7.9
11	With aid of labor organizations, 1908,	3,210	14,647.8	4.6
12	With aid of labor organizations, 1909,	8,546	33,495.0	3.9
13	Without aid of labor organizations, 1907,	12,426	51,196.0	4.1
14	Without aid of labor organizations, 1908,	364	1,946.0	5.3
15	Without aid of labor organizations, 1909,	3,538	4,594.6	1.3
16	Totals, 1907,	18,710	100,866.0	5.4
17	Totals, 1908,	3,574	16,593.8	4.6
18	Totals, 1909,	12,084	38,089.6	3.2
19	By direct negotiations, 1907,	18,636	100,034.0	5.4
20	By direct negotiations, 1908,	3,555	16,577.3	4.7
21	By direct negotiations, 1909,	12,068	38,025.6	3.2
22	By arbitration, 1907,	74	832.0	11.2
23	By arbitration, 1908,	19	16.5	0.9
24	By arbitration, 1909,	16	64.0	4.0
25	Totals, 1907,	18,710	100,866.0	5.4
26	Totals, 1908,	3,574	16,593.8	4.6
27	Totals, 1909,	12,084	38,089.6	3.2

HOURS OF LABOR were Arranged.

INCREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	
298	2,525.0	8.5	5,695	19,098.0	3.4	1
89	534.0	6.0	943	6,620.0	7.0	2
330	1,650.0	5.0	6,133	21,871.6	3.6	3
-	-	-	27,928	55,856.0	2.0	4
-	-	-	18,710	100,866.0	5.4	5
-	-	-	3,574	16,593.8	4.6	6
53	1,265.0	5.0	12,137	37,824.6	3.1	7
298	2,525.0	8.5	24,405	119,964.0	4.9	8
89	534.0	6.0	4,517	23,213.8	5.1	9
383	1,915.0	5.0	46,198	115,552.2	2.5	10

¹ Increases in hours of labor which occurred at the same time as increases in rates of wages granted at request of employees, have been tabulated under "at request of employees."

Granted at Request of Employees : By Methods of Arrangement.

INCREASES ¹			NET CHANGES			
Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Average Weekly Decrease	
-	-	-	18,484	99,602.0	5.4	1
-	-	-	3,154	14,523.8	4.6	2
-	-	-	11,363	35,944.8	3.2	3
-	-	-	226	1,264.0	5.6	4
-	-	-	420	2,070.0	4.9	5
53	265.0	5.0	774	1,879.8	2.4	6
-	-	-	18,710	100,866.0	5.4	7
-	-	-	3,574	16,593.8	4.6	8
53	265.0	5.0	12,137	37,824.6	3.1	9
-	-	-	6,284	49,670.0	7.9	10
-	-	-	3,210	14,647.8	4.6	11
-	-	-	8,546	33,495.0	3.9	12
-	-	-	12,426	51,196.0	4.1	13
-	-	-	364	1,946.0	5.3	14
53	265.0	5.0	3,591	4,329.6	1.2	15
-	-	-	18,710	100,866.0	5.4	16
-	-	-	3,574	16,593.8	4.6	17
53	265.0	5.0	12,137	37,824.6	3.1	18
-	-	-	18,636	100,034.0	5.4	19
-	-	-	3,555	16,577.3	4.7	20
53	265.0	5.0	12,121	37,760.6	3.1	21
-	-	-	74	832.0	11.2	22
-	-	-	19	16.5	0.9	23
-	-	-	16	64.0	4.0	24
-	-	-	18,710	100,866.0	5.4	25
-	-	-	3,574	16,593.8	4.6	26
53	265.0	5.0	12,137	37,824.6	3.1	27

¹ See footnote to Table XII A.

TABLE XII C. — *Changes in HOURS OF LABOR Granted*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
1 With aid of labor organizations, 1907.	226	1,264.0	5.6
2 With aid of labor organizations, 1908.	232	942.0	4.1
3 With aid of labor organizations, 1909.	698	2,006.8	2.9
4 Without aid of labor organizations, 1907.	—	—	—
5 Without aid of labor organizations, 1908.	188	1,128.0	6.0
6 Without aid of labor organizations, 1909.	23	138.0	6.0
7 Totals, 1907.	226	1,264.0	5.6
8 Totals, 1908.	420	2,070.0	4.9
9 Totals, 1909.	721	2,144.8	3.0
10 By direct negotiations, 1907.	226	1,264.0	5.6
11 By direct negotiations, 1908.	420	2,070.0	4.9
12 By direct negotiations, 1909.	721	2,144.8	3.0
13 By arbitration, 1907.	—	—	—
14 By arbitration, 1908.	—	—	—
15 By arbitration, 1909.	—	—	—
16 Totals, 1907.	226	1,264.0	5.6
17 Totals, 1908.	420	2,070.0	4.9
18 Totals, 1909.	721	2,144.8	3.0

TABLE XII D. — *Decreases in HOURS OF LABOR Granted at Request of Employees Without Strike: By Methods of Arrangement.*

METHODS.	DECREASES		
	Number of Employees Affected	Total Weekly Decrease	Average Weekly De- crease
With aid of labor organizations, 1907.	6,058	48,406.0	8.0
With aid of labor organizations, 1908.	2,978	13,705.8	4.6
With aid of labor organizations, 1909.	7,848	31,488.2	4.0
Without aid of labor organizations, 1907.	12,426	51,196.0	4.1
Without aid of labor organizations, 1908.	176	818.0	4.6
Without aid of labor organizations, 1909.	3,515	4,456.6	1.3
Totals, 1907.	18,484	99,602.0	5.4
Totals, 1908.	3,154	14,523.8	4.6
Totals, 1909.	11,363	35,944.8	3.2
By direct negotiations, 1907.	18,410	98,770.0	5.4
By direct negotiations, 1908.	3,135	14,507.3	4.6
By direct negotiations, 1909.	11,347	35,880.8	3.2
By arbitration, 1907.	74	832.0	11.2
By arbitration, 1908.	19	16.5	0.9
By arbitration, 1909.	16	64.0	4.0
Totals, 1907.	18,484	99,602.0	5.4
Totals, 1908.	3,154	14,523.8	4.6
Totals, 1909.	11,363	35,944.8	3.2

at Request of Employees After Strike: By Methods of Arrangement.

INCREASES ¹			NET CHANGES		
Number of Employees Affected	Total Weekly In- crease	Average Weekly In- crease	Number of Employees Affected	Total Weekly De- crease (—) or Increase (+)	Average Weekly De- crease (—) or Increase (+)
—	—	—	226	—1,264.0	—5.6
—	—	—	232	—942.0	—4.1
—	—	—	698	—2,006.8	—2.9
—	—	—	—	—	—
—	—	—	188	—1,128.0	—6.0
53	265.0	5.0	76	—127.0	—1.7
—	—	—	226	—1,264.0	—5.6
—	—	—	420	—2,070.0	—4.9
53	265.0	5.0	774	—1,879.8	—2.4
—	—	—	226	—1,264.0	—5.6
—	—	—	420	—2,070.0	—4.9
53	265.0	5.0	774	—1,879.8	—2.4
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	226	—1,264.0	—5.6
—	—	—	420	—2,070.0	—4.9
53	265.0	5.0	774	—1,879.8	—2.4

¹ See footnote to Table XII A, page 85.

TABLE XIII. — *Number of Employees Affected by Changes in*

	INDUSTRIES AND YEARS.	Voluntary	In Anticipation of 56-Hour Law
Building and Stone Working.			
1	Building trades, 1907,	64	-
2	Building trades, 1908,	43	-
3	Building trades, 1909,	-	-
4	Building and street labor, 1907,	-	-
5	Building and street labor, 1908,	-	-
6	Building and street labor, 1909,	-	-
7	Stone working, 1907,	-	-
8	Stone working, 1908,	98	-
9	Stone working, 1909,	-	-
Clothing.			
10	Boots and shoes, 1907,	-	-
11	Boots and shoes, 1908,	-	-
12	Boots and shoes, 1909,	-	-
13	Garments, 1907,	-	-
14	Garments, 1908,	-	-
15	Garments, 1909,	230	-
16	Hats and caps, 1907,	-	-
17	Hats and caps, 1908,	-	-
18	Hats and caps, 1909,	-	-
19	Shirts, collars, and laundry, 1907,	-	-
20	Shirts, collars, and laundry, 1908,	-	-
21	Shirts, collars, and laundry, 1909,	-	-
Food, Liquors, and Tobacco.			
22	Food products, 1907,	-	-
23	Food products, 1908,	-	-
24	Food products, 1909,	-	-
25	Liquors, 1907,	-	-
26	Liquors, 1908,	-	-
27	Liquors, 1909,	-	-
Leather and Rubber Goods.			
28	Rubber and gutta percha goods, 1907,	-	-
29	Rubber and gutta percha goods, 1908,	-	-
30	Rubber and gutta percha goods, 1909,	1,087	-
Metals, Machinery, and Shipbuilding.			
31	Iron and steel manufactures, 1907,	2,346	-
32	Iron and steel manufactures, 1908,	15	-
33	Iron and steel manufactures, 1909,	-	-
34	Miscellaneous metal manufactures, 1907,	2,196	-
35	Miscellaneous metal manufactures, 1908,	-	-
36	Miscellaneous metal manufactures, 1909,	-	-
37	Shipbuilding, 1907,	-	-
38	Shipbuilding, 1908,	-	-
39	Shipbuilding, 1909,	-	-
Printing and Allied Trades.			
40	Printing and publishing, 1907,	-	-
41	Printing and publishing, 1908,	257	-
42	Printing and publishing, 1909,	2,151	-
43	Bookbinding and blankbook making, 1907,	-	-
44	Bookbinding and blankbook making, 1908,	-	-
45	Bookbinding and blankbook making, 1909,	1,258	-
46	Lithographing and engraving, 1907,	-	-
47	Lithographing and engraving, 1908,	-	-
48	Lithographing and engraving, 1909,	23	-

HOURS OF LABOR, 1907-1909: By Methods of Arrangement.

AT REQUEST OF EMPLOYEES						Totals	
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration		
978	79	1,032	25	1,057	-	1,057	1
1,396	203	1,495	104	1,599	-	1,599	2
5,358	701	6,056	3	6,059	-	6,059	3
42	101	143	-	143	-	143	4
-	180	-	180	180	-	180	5
-	20	-	20	20	-	20	6
-	-	-	-	-	-	-	7
31	-	31	-	31	-	31	8
76	-	76	-	76	-	76	9
9,513	-	623	8,890	9,490	23	9,513	10
5	-	-	5	5	-	5	11
36	53	36	53	73	16	89	12
158	-	158	-	158	-	158	13
475	-	400	75	475	-	475	14
240	-	12	228	240	-	240	15
72	-	72	-	72	-	72	16
-	-	-	-	-	-	-	17
-	-	-	-	-	-	-	18
11	-	11	-	11	-	11	19
-	-	-	-	-	-	-	20
-	-	-	-	-	-	-	21
3,150	-	150	3,000	3,150	-	3,150	22
-	-	-	-	-	-	-	23
-	-	-	-	-	-	-	24
145	-	145	-	145	-	145	25
27	-	27	-	27	-	27	26
152	-	152	-	152	-	152	27
-	-	-	-	-	-	-	28
-	-	-	-	-	-	-	29
-	-	-	-	-	-	-	30
25	-	25	-	25	-	25	31
530	12	542	-	542	-	542	32
105	-	87	18	105	-	105	33
40	-	-	40	40	-	40	34
43	-	43	-	43	-	43	35
-	-	-	-	-	-	-	36
75	-	-	75	75	-	75	37
-	-	-	-	-	-	-	38
-	-	-	-	-	-	-	39
-	-	-	-	-	-	-	40
-	-	-	-	-	-	-	41
1,212	-	1,178	34	1,212	-	1,212	42
412	-	312	100	412	-	412	43
-	25	25	-	25	-	25	44
367	-	364	3	367	-	367	45
-	-	-	-	-	-	-	46
-	-	-	-	-	-	-	47
-	-	-	-	-	-	-	48

TABLE XIII. — *Number of Employees Affected by Changes in HOURS*

INDUSTRIES AND YEARS.		Voluntary	In Anticipation of 56-Hour Law
Public Employment.			
1	State employees, 1907,	904	-
2	State employees, 1908,	312	-
3	State employees, 1909,	-	-
4	Municipal employees, 1907,	35	-
5	Municipal employees, 1908,	55	-
6	Municipal employees, 1909,	-	-
Restaurants and Retail Trade.			
7	Hotels and restaurants, 1907,	-	-
8	Hotels and restaurants, 1908,	-	-
9	Hotels and restaurants, 1909,	-	-
10	Retail trade, 1907,	-	-
11	Retail trade, 1908,	-	-
12	Retail trade, 1909,	192	-
Textiles.			
13	Cotton goods, 1907,	73	-
14	Cotton goods, 1908,	-	-
15	Cotton goods, 1909,	-	25,389
16	Woolen and worsted goods, 1907,	-	-
17	Woolen and worsted goods, 1908,	-	-
18	Woolen and worsted goods, 1909,	-	2,428
19	Other textiles, 1907,	-	-
20	Other textiles, 1908,	-	-
21	Other textiles, 1909,	-	111
Transportation.			
22	Railroads, 1907,	-	-
23	Railroads, 1908,	-	-
24	Railroads, 1909,	355	-
25	Teaming, 1907,	-	-
26	Teaming, 1908,	-	-
27	Teaming, 1909,	-	-
Wooden Manufactures.			
28	Wood turning and carving, 1907,	-	-
29	Wood turning and carving, 1908,	-	-
30	Wood turning and carving, 1909,	825	-
Miscellaneous.			
31	Barbering, 1907,	-	-
32	Barbering, 1908,	5	-
33	Barbering, 1909,	-	-
34	Chemicals, 1907,	-	-
35	Chemicals, 1908,	-	-
36	Chemicals, 1909,	12	-
37	Paper and paper goods, 1907,	42	-
38	Paper and paper goods, 1908,	158	-
39	Paper and paper goods, 1909,	-	-
40	Stationary enginemen, 1907,	-	-
41	Stationary enginemen, 1908,	-	-
42	Stationary enginemen, 1909,	-	-
43	Water, light, and power, 1907,	35	-
44	Water, light, and power, 1908,	-	-
45	Water, light, and power, 1909,	-	-
46	All Industries, 1907,	5,695	-
47	All Industries, 1908,	943	-
48	All Industries, 1909,	6,133	27,928

OF LABOR, 1907-1909: By Methods of Arrangement—Concluded.

AT REQUEST OF EMPLOYEES						Totals	
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration		
70	-	70	-	70	-	70	1
-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	3
188	-	51	137	188	-	188	4
194	-	194	-	194	-	194	5
-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	8
77	-	77	-	77	-	77	9
-	-	-	-	-	-	-	10
66	-	66	-	66	-	66	11
3,405	-	290	3,115	3,405	-	3,405	12
-	-	-	-	-	-	-	13
-	-	-	-	-	-	-	14
-	-	-	-	-	-	-	15
69	-	-	69	69	-	69	16
-	-	-	-	-	-	-	17
-	-	-	-	-	-	-	18
-	-	-	-	-	-	-	19
-	-	-	-	-	-	-	20
-	-	-	-	-	-	-	21
-	-	-	-	-	-	-	22
284	-	284	-	284	-	284	23
-	-	-	-	-	-	-	24
1,155	-	1,155	-	1,155	-	1,155	25
-	-	-	-	-	-	-	26
-	-	-	-	-	-	-	27
16	46	46	16	62	-	62	28
-	-	-	-	-	-	-	29
-	-	-	-	-	-	-	30
2,028	-	2,028	-	2,028	-	2,028	31
103	-	103	-	84	19	103	32
218	-	218	-	218	-	218	33
-	-	-	-	-	-	-	34
-	-	-	-	-	-	-	35
114	-	-	114	114	-	114	36
51	-	-	51	-	51	51	37
-	-	-	-	-	-	-	38
-	-	-	-	-	-	-	39
276	-	263	13	276	-	276	40
-	-	-	-	-	-	-	41
3	-	-	3	3	-	3	42
10	-	-	10	10	-	10	43
-	-	-	-	-	-	-	44
-	-	-	-	-	-	-	45
18,484	226	6,284	12,426	18,636	74	18,710	46
3,154	420	3,210	364	3,555	19	3,574	47
11,363	774	8,546	3,591	12,121	16	12,137	48

TABLE XIV. — *Changes in HOURS*

	LOCALITIES.	DECREASES		
		Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
1	The State, 1907,	24,107	122,489.0	5.1
2	The State, 1908,	4,428	23,747.8	5.4
3	The State, 1909,	45,815	117,467.2	2.6
4	Amesbury, 1909,	585	3,095.0	5.3
5	Boston, 1907,	4,957	43,063.0	8.7
6	Boston, 1908,	2,310	9,048.0	3.9
7	Boston, 1909,	5,488	24,399.3	4.4
8	Brockton, 1908,	23	15.3	0.7
9	Brockton, 1909,	295	460.0	1.6
10	Brookfield, 1908,	5	15.0	3.0
11	Brookfield, 1909,	228	399.0	1.8
12	Brookline, 1908,	259	357.7	1.4
13	Brookline, 1909,	300	1,200.0	4.0
14	Cambridge, 1907,	109	654.0	6.0
15	Cambridge, 1908,	61	314.0	5.1
16	Cambridge, 1909,	1,898	7,859.5	4.1
17	Chelsea, 1909,	1,192	1,455.8	1.2
18	Chicopee, 1907,	24	144.0	6.0
19	Chicopee, 1908,	51	170.5	3.3
20	Chicopee, 1909,	2,276	4,776.0	2.1
21	Clinton, 1907,	48	288.0	6.0
22	Clinton, 1909,	1,901	3,802.0	2.0
23	Danvers, 1907,	12	96.0	8.0
24	Danvers, 1908,	27	18.0	0.7
25	Danvers, 1909,	12	3.6	0.3
26	Everett, 1909,	73	292.0	4.0
27	Fall River, 1907,	98	296.0	3.0
28	Fall River, 1908,	30	180.0	6.0
29	Fall River, 1909,	199	894.0	4.5
30	Fitchburg, 1907,	10	140.0	14.0
31	Fitchburg, 1909,	122	226.4	1.9
32	Framingham, 1907,	680	2,720.0	4.0
33	Framingham, 1909,	—	—	—
34	Grafton, 1909,	25	138.8	5.6
35	Greenfield, 1907,	25	450.0	18.0
36	Greenfield, 1908,	19	19.0	1.0
37	Greenfield, 1909,	75	450.0	6.0
38	Haverhill, 1907,	73	342.0	4.7
39	Haverhill, 1909,	16	64.0	4.0
40	Holyoke, 1907,	67	836.0	12.5
41	Holyoke, 1909,	4,334	7,972.5	1.8
42	Lawrence, 1907,	230	1,380.0	6.0
43	Lawrence, 1908,	—	—	—
44	Lawrence, 1909,	180	999.0	5.6
45	Lowell, 1907,	16	80.0	5.0
46	Lowell, 1908,	38	25.3	0.7
47	Lowell, 1909,	162	724.0	4.5
48	Lynn, 1907,	600	2,400.0	4.0
49	Lynn, 1909,	198	611.8	3.1

OF LABOR: *By Localities.*

INCREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease (—) or Increase (+)	Average Weekly Decrease (—) or Increase (+)	
298	2,525.0	8.5	24,405	—119,964.0	—4.9	1
89	534.0	6.0	4,517	—23,213.8	—5.1	2
383	1,915.0	5.0	46,198	—115,552.2	—2.5	3
—	—	—	585	—3,095.0	—5.3	4
—	—	—	4,957	—43,063.0	—8.7	5
—	—	—	2,310	—9,048.0	—3.9	6
—	—	—	5,488	—24,399.3	—4.4	7
—	—	—	23	—15.3	—0.7	8
—	—	—	295	—460.0	—1.6	9
—	—	—	5	—15.0	—3.0	10
—	—	—	228	—399.0	—1.8	11
—	—	—	259	—357.7	—1.4	12
—	—	—	300	—1,200.0	—4.0	13
—	—	—	109	—654.0	—6.0	14
—	—	—	61	—314.0	—5.1	15
—	—	—	1,898	—7,859.5	—4.1	16
—	—	—	1,192	—1,455.8	—1.2	17
—	—	—	24	—144.0	—6.0	18
—	—	—	51	—170.5	—3.3	19
—	—	—	2,276	—4,776.0	—2.1	20
—	—	—	48	—288.0	—6.0	21
—	—	—	1,901	—3,802.0	—2.0	22
—	—	—	12	—96.0	—8.0	23
—	—	—	27	—18.0	—0.7	24
—	—	—	12	—3.6	—0.3	25
—	—	—	73	—292.0	—4.0	26
—	—	—	98	—296.0	—3.0	27
—	—	—	30	—180.0	—6.0	28
—	—	—	199	—894.0	—4.5	29
—	—	—	10	—140.0	—14.0	30
330	1,650.0	5.0	452	+1,423.6	+3.1	31
—	—	—	680	—2,720.0	—4.0	32
53	265.0	3.0	53	+265.0	+3.0	33
—	—	—	25	—138.8	—5.6	34
—	—	—	25	—450.0	—18.0	35
—	—	—	19	—19.0	—1.0	36
—	—	—	75	—450.0	—6.0	37
—	—	—	73	—342.0	—4.7	38
—	—	—	16	—64.0	—4.0	39
—	—	—	67	—836.0	—12.5	40
—	—	—	4,334	—7,972.0	—1.8	41
—	—	—	230	—1,380.0	—6.0	42
28	168.0	6.0	28	+168.0	+6.0	43
—	—	—	180	—999.0	—5.6	44
250	2,000.0	8.0	266	+1,920.0	+7.2	45
—	—	—	38	—25.3	—0.7	46
—	—	—	162	—724.0	—4.5	47
—	—	—	600	—2,400.0	—4.0	48
—	—	—	198	—611.8	—3.1	49

TABLE XIV. — *Changes in HOURS*

	LOCALITIES.	DECREASES		
		Number of Employees Affected	Total Weekly De- crease	Average Weekly De- crease
1	MALDEN, 1909,	146	726.0	5.0
2	MARLBOROUGH, 1907,	8,160	26,440.0	3.2
3	MARLBOROUGH, 1909,	106	137.2	1.3
4	MEDFORD, 1909,	30	120.0	4.0
5	Merrimac, 1909,	240	1,340.0	5.6
6	Millbury, 1909,	98	196.0	2.0
7	Milton, 1909,	50	200.0	4.0
8	Needham, 1909,	230	230.0	1.0
9	NEW BEDFORD, 1908,	—	—	—
10	NEW BEDFORD, 1909,	16,173	32,346.0	2.0
11	NEWTON, 1909,	9	54.0	6.0
12	NORTH ADAMS, 1908,	40	40.0	1.0
13	NORTH ADAMS, 1909,	1,683	3,366.0	2.0
14	Norwood, 1908,	65	390.0	6.0
15	Norwood, 1909,	825	4,895.0	5.9
16	Revere, 1909,	43	172.0	4.0
17	SALEM, 1909,	87	43.5	0.5
18	SOMERVILLE, 1909,	123	498.0	4.0
19	SPRINGFIELD, 1907,	105	630.0	6.0
20	SPRINGFIELD, 1908,	605	3,862.5	6.4
21	SPRINGFIELD, 1909,	3,824	7,176.0	1.9
22	WALTHAM, 1907,	14	161.0	11.5
23	WALTHAM, 1909,	136	272.0	2.0
24	Ware, 1909,	1,943	3,886.0	2.0
25	Winchendon, 1909,	56	72.8	1.3
26	Winthrop, 1909,	40	160.0	4.0
27	WORCESTER, 1907,	58	552.0	9.5
28	WORCESTER, 1908,	86	860.0	10.0
29	WORCESTER, 1909,	63	300.0	4.8
30	In general, 1907,	8,821	41,817.0	4.7
31	In general, 1908,	809	8,432.5	10.4
32	In general, 1909,	351	1,454.0	4.1

OF LABOR: *By Localities* — Concluded.

INCREASES			NET CHANGES			
Number of Employees Affected	Total Weekly Increase	Average Weekly Increase	Number of Employees Affected	Total Weekly Decrease (—) or Increase (+)	Average Weekly Decrease (—) or Increase (+)	
—	—	—	146	—726.0	—5.0	1
—	—	—	8,160	—26,440.0	—3.2	2
—	—	—	106	—137.2	—1.3	3
—	—	—	30	—120.0	—4.0	4
—	—	—	240	—1,340.0	—5.6	5
—	—	—	98	—196.0	—2.0	6
—	—	—	50	—200.0	—4.0	7
—	—	—	230	—230.0	—1.0	8
15	90.0	6.0	15	+90.0	+6.0	9
—	—	—	16,173	—32,346.0	—2.0	10
—	—	—	9	—54.0	—6.0	11
—	—	—	40	—40.0	—1.0	12
—	—	—	1,683	—3,366.0	—2.0	13
—	—	—	65	—390.0	—6.0	14
—	—	—	825	—4,895.0	—5.9	15
—	—	—	43	—172.0	—4.0	16
—	—	—	87	—43.5	—0.5	17
—	—	—	123	—498.0	—4.0	18
—	—	—	105	—630.0	—6.0	19
—	—	—	605	—3,862.5	—6.4	20
—	—	—	3,824	—7,176.0	—1.9	21
—	—	—	14	—161.0	—11.5	22
—	—	—	136	—272.0	—2.0	23
—	—	—	1,943	—3,886.0	—2.0	24
—	—	—	56	—72.8	—1.3	25
—	—	—	40	—160.0	—4.0	26
32	384.0	12.0	90	—168.0	—1.9	27
—	—	—	86	—860.0	—10.0	28
—	—	—	63	—300.0	—4.8	29
16	141.0	8.8	8,837	—41,676.0	—4.7	30
46	276.0	6.0	855	—8,156.5	—9.5	31
—	—	—	351	—1,454.0	—4.1	32

TABLE XV. — *Number of Women who received Decreases in HOURS OF LABOR in 1909.*

INDUSTRIES AND OCCUPATIONS.	Number of Employees Affected	Total Weekly Decrease	Average Weekly De- crease
Clothing.			
<i>Boots and Shoes.</i>	16	48.0	3.0
Boot and shoe workers:			
Packers,	1	3.0	3.0
Tip fixers,	15	45.0	3.0
<i>Garments.</i>	353	485.0	1.4
Corset makers,	172	301.0	1.8
Trimmers,	1	4.0	4.0
Underwear and other garment makers,	180	180.0	1.0
Leather and Rubber Goods.			
<i>Rubber and Gutta Percha Goods.</i>	166	127.0	0.8
Rubber workers,	166	127.0	0.8
Printing and Allied Trades.			
<i>Printing and Publishing.</i>	783	4,169.5	5.3
Compositors and others,	606	3,248.0	5.4
Proofreaders,	20	111.0	5.6
Pressmen, feeders, and helpers,	100	525.5	5.3
Others,	57	285.0	5.0
<i>Bookbinding and Blankbook Making.</i>	730	3,456.5	4.7
Bookbinders,	730	3,456.5	4.7
Restaurants and Retail Trade.			
<i>Retail Trade.</i>	308	484.3	1.6
Retail clerks,	308	484.3	1.6
Textiles.			
<i>Cotton Goods.</i>	11,558	23,116.0	2.0
Operatives,	11,558	23,116.0	2.0
<i>Woolen and Worsted Goods.</i>	1,126	2,252.0	2.0
Operatives,	1,126	2,252.0	2.0
<i>Other Textiles.</i>	61	122.0	2.0
Silk operatives,	61	122.0	2.0
Wooden Manufactures.			
<i>Wood Turning and Carving.</i>	13	70.0	5.4
Carriage workers, n. s.,	6	30.0	5.0
Carriage trimmers,	7	40.0	5.7
Miscellaneous.			
<i>Chemicals.</i>	73	402.0	5.5
Packers,	20	120.0	6.0
Printers,	1	6.0	6.0
Soap makers,	12	36.0	3.0
Others,	40	240.0	6.0
Totals,	15,187	34,732.3	2.3

TABLE XVI. — *Number of Employees who received the Eight and Nine-hour Day.*

INDUSTRIES AND OCCUPATIONS.	Eight-Hour Day	Nine-Hour Day
Building and Stone Working.		
<i>Building Trades.</i>	230	25
Carpenters,	75	-
Electrical workers,	30	-
Hoisting and portable engineers,	28	25
Plumbers,	60	-
Sheet metal workers,	37	-
<i>Building and Street Labor.</i>	-	20
Laborers,	-	20
<i>Stone Working.</i>	34	-
Paving cutters,	34	-
Food, Liquors, and Tobacco.		
<i>Liquors.</i>	27	125
Bottlers and drivers,	-	125
Brewery workmen,	27	-
Leather and Rubber Goods.		
<i>Rubber and Gutta Percha Goods.</i>	-	71
Rubber workers,	-	71
Printing and Allied Trades.		
<i>Printing and Publishing.</i>	3,248	-
Apprentices,	5	-
Compositors and others,	1,488	-
Electrotypers,	264	-
Errand boys,	21	-
Machinists and carpenters,	20	-
Pressmen, feeders, and helpers,	1,120	-
Proofreaders,	20	-
Shippers,	14	-
Others,	296	-
<i>Bookbinding and Blankbook Making.</i>	1,625	-
Bookbinders,	1,625	-
<i>Lithographing and Engraving.</i>	21	-
Photo-engravers,	21	-
Transportation.		
<i>Street Railways.</i>	-	25
Laborers,	-	25
Wooden Manufactures.		
<i>Wood Turning and Carving.</i>	-	325
Carriage workers:		
Blacksmiths,	-	30
Body makers,	-	95
Carriage workers, n. s.,	-	394
Metal workers,	-	50
Painters,	-	90
Trimmers,	-	102
Woodworkers,	-	60
Others,	-	4
Miscellaneous.		
<i>Chemicals.</i>	114	-
Packers,	25	-
Printers,	26	-
Others, n. s.,	63	-
<i>Stationary Enginemen.</i>	3	-
Stationary firemen,	3	-
Totals,	5,302	1,091

PRINCIPAL CHANGES IN 1909.

I. RATES OF WAGES.

TABLE XVII.—*Detailed Statement of the Principal Changes in Rates of Wages during 1909.*

NOTE. — In cities and towns where there were less than three establishments affected by changes in rates of wages the name of the locality is omitted in order that the statistics of individual establishments may not be revealed.

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	NUMBER OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in Italics)
			Males	Females	
Building and Stone Working.					
<i>Building Trades.</i>					
Bricklayers and masons,	Lawrence,	Jul.	171	—	Voluntary increase from 55 to 60 cents an hour.
Bricklayers and plasterers,	Worcester,	Jul.	175	—	Increase from 50 to 55 cents an hour, at request of employees, with aid of labor organization, without strike.
Bricklayers, masons, and plasterers,	Great Barrington,	Jul.	31	—	Increase from 50 to 56½ cents an hour, at request of employees, with aid of labor organization, without strike.
Bricklayers, masons, and plasterers,	North Adams,	Apr.	57	—	Increase from 50 to 56½ cents an hour, at request of employees, with aid of labor organization, without strike.
Plasterers,	Boston,	Aug.	85	—	Increase from 60 to 65 cents an hour, at request of employees, with aid of labor organization, after strike.
Plasterers,	Boston,	Sep.	85	—	<i>Decrease from 65 to 62½ cents an hour by mutual agreement between employer and labor organization.</i>
Plasterers,	Boston,	Sep.	140	—	Increase from 60 to 62½ cents an hour, at request of employees, with aid of labor organization, without strike.
Plasterers,	Boston,	Sep.	310	—	Increase from 60 to 62½ cents an hour, at request of employees, with aid of labor organization, after strike.
Plasterers,	Cambridge,	Sep.	115	—	Increase from 60 to 62½ cents an hour, at request of employees, with aid of labor organization, after strike.
Carpenters,	Concord,	May	48	—	Increase from \$3 to \$3.28 a day, at request of employees, with aid of labor organization, without strike.
Carpenters,	Fall River,	May	46	—	Increase from \$3 to \$3.25 a day, at request of employees, with aid of labor organization, without strike.
Carpenters,	Gardner,	May	56	—	Increase from \$2.50 to \$2.80 a day, at request of employees, with aid of labor organization, without strike.
Carpenters,	—	Apr.	29	—	Increase from 37½ to 41 cents an hour, at request of employees, with aid of labor organization, without strike.
Carpenters,	Marlborough,	Jul.	100	—	Increase from 37½ to 41 cents an hour, at request of employees, with aid of labor organization, after strike.

Carpenters, .	New Bedford,	Sep.	52	Increase from 37½ to 41 cents an hour, at request of employees, with aid of labor organization, without strike.
Carpenters, .	Norwood, .	Jul.	38	Increase from \$3.28 to \$3.50 a day, at request of employees, with aid of labor organization, without strike.
Carpenters, .	Southbridge, .	Apr.	42	Increase from \$2.75 to \$3.00 a day, at request of employees, with aid of labor organization, without strike.
Carpenters, .	Springfield, .	Jul.	275	Increase from \$3.00 to \$3.25 a day, at request of employees, with aid of labor organization, without strike.
Carpenters, .	Taunton, .	May	200	Increase from \$2.80 to \$3.00 a day, at request of employees, with aid of labor organization, without strike.
Electrical workers, .	Boston, .	Jul.	151	Increase from 45 to 50 cents an hour, at request of employees, with aid of labor organization, after strike.
Electrical workers, .	Boston, .	Oct.	93	Increase from 45 to 50 cents an hour, at request of employees, with aid of labor organization, after strike.
Elevator constructors, .	Boston, .	May	80	Increase from \$3.90 to \$4.00 a day, at request of employees, with aid of labor organization, without strike.
Elevator constructors' helpers, .	Boston, .	May	80	Increase from \$2.70 to \$2.75 a day, at request of employees, with aid of labor organization, without strike.
Engineers (hoisting and portable), .	New Bedford, .	Jul.	32	Increase from \$18.00 to \$19.60 a week, at request of employees, with aid of labor organization, without strike.
Lathers, .	Lynn, .	Jan.	31	Increase from \$3.25 to \$3.50 a day, at request of employees, with aid of labor organization, without strike.
Lathers, .	Worcester, .	Jun.	26	Increase from \$3.00 to \$4.00 a day, at request of employees, with aid of labor organization, without strike.
Painters, .	Boston, .	May	1,320	Increase from 39½ to 41 cents an hour, at request of employees, with aid of labor organization, without strike.
Painters, .	Boston, .	May	154	Increase from 39½ to 41 cents an hour, at request of employees, with aid of labor organization, after strike.
Painters (sign), .	Boston, .	Sep.	15	Increase from \$21.00 to \$24.00 a week } At request of employees, with aid of labor organization, without strike.
Helpers, .	Boston, .	Sep.	15	Increase from \$12.00 to \$15.00 a week }
Painters (sign), .	Boston, .	Sep.	25	Increase from \$19.00—\$21.00 to \$24.00 a week } At request of employees, with aid of labor organization, after strike.
Helper, .	Boston, .	Sep.	1	Increase from \$12.00 to \$15.00 a week }
Painters, .	Brookline, .	Jun.	70	Increase from 39½ cents to 41 cents an hour, at request of employees, with aid of labor organization, without strike.
Painters, .	Cardner, .	May	36	Increase from \$2.25 to \$2.50 a day, at request of employees, with aid of labor organization, without strike.
Painters, .	Lawrence, .	Apr.	143	Increase from \$2.50 to \$2.80 a day } At request of employees, with aid of labor organization, after strike.
Paperhangers, .	Lawrence, .	Apr.	12	Increase from \$2.75 to \$3.00 a day }
Painters, .	Lawrence, .	Apr.	26	Increase from \$2.50 to \$2.80 and \$3.00 a day }
Paperhangers, .	Lawrence, .	Apr.	3	Increase from \$2.75 to \$3.00 a day }

TABLE XVII. — Detailed Statement of the Principal Changes in Rates of Wages during 1909 — Continued.

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	NUMBER OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in Italics)
			Males	Females	
Building and Stone Working — Con.					
<i>Building Trades — Con.</i>					
Painters,	New Bedford, . .	Apr.	53	—	Increase from \$2.80 to \$3.00 a day, at request of employees, with aid of labor organization, without strike.
Plumbers,	Lynn,	May	75	—	Increase from \$4.00 to \$4.40 a day, at request of employees with aid of labor organization, without strike.
Plumbers,	Newton,	May	40	—	Increase from \$3.75 to \$4.00 a day, at request of employees, with aid of labor organization, without strike.
Plumbers, gas and steam fitters,	Northampton, . .	Aug.	38	—	Increase from \$2.75 to \$3.00 a day, at request of employees, with aid of labor organization, without strike.
Plumbers, gas and steam fitters,	Pittsfield,	May	46	—	Increase from \$3.00 to \$3.50 a day, at request of employees, with aid of labor organization, after strike.
Sheet metal workers,	Lynn,	Sep.	60	—	Increase from \$4.00 to \$4.40 a day, at request of employees, with aid of labor organization, without strike.
Steam and gas fitters,	Lynn,	May	50	—	Increase from \$3.75 to \$4.00 a day, at request of employees, with aid of labor organization, without strike.
<i>Building and Street Labor.</i>					
Laborers,	Nantucket,	Jun.	80	—	Increase from \$1.35 to \$1.50 a day, by arbitration, without aid of labor organization, after strike.
Laborers,	Worcester,	Jul.	60	—	Increase from \$13.50 to \$15.00 a week, at request of employees, with aid of labor organization, after strike.
Plasterers' tenders,	Lawrence,	Jul.	48	—	Increase from \$16.80 to \$18.00 a week, at request of employees, with aid of labor organization, without strike.
<i>Stone Working.</i>					
Granite cutters,	Boston,	Apr.	240	—	Increase from \$19.50 to \$20.16, at request of employees, with aid of labor organization, without strike.
Granite cutters,	Worcester,	May	323	—	Increase from \$18.24 to \$19.20, at request of employees, with aid of labor organization, without strike.
Laborers,	Bridgewater, . . .	May ¹	76	—	Voluntary increases from \$9.00—\$9.90 to \$9.60—\$12.00 a week. Increase in average weekly wages from \$15.66 to \$17.10, at request of employees, with aid of labor organization, without strike.
Paving cutters,	Fall River,	May	34	—	Increase in average weekly wages from \$15.66 to \$17.10, at request of employees, with aid of labor organization, without strike.
Quarrymen,	Chelmsford,	May	31	{	Increase from \$13.50 to \$15.00 a week } At request of employees, with aid of labor organization, without strike.
Derrickmen,			15		Increase from \$12.00 to \$13.50 a week }
Laborers,			17		Increase from \$9.60 to \$10.80 a week }
Engineers,			4		Increase from \$14.40 to \$15.00 a week }
Quarrymen,	Milford,	Apr.	87	—	Increase from \$12.96 to \$13.44 a week, at request of employees, with aid of labor organization, after strike.
Quarrymen,	Quincy,	Mar.	249	—	Increase from \$12.48 to \$13.44 a week, at request of employees, with aid of labor organization, after strike.

Clothing.									
<i>Boods and Shoes.</i>									
Cutters (outside),	.	.	.	.	.	45	—	—	At request of employees, with aid of labor organization, without strike.
Cutters (machine),	.	.	.	.	.	7	—	—	Increase from \$16.50 to \$18.00 a week
Lasters,	.	.	.	.	.	53	—	—	Increase from \$18.00 to \$19.50 a week
Lasters,	.	.	.	.	.	10	—	—	Increase from \$9.00—\$16.67 to \$10.00—\$19.80 a week, at request of employees, without aid of labor organization, after strike.
Lasting machine operators,	.	.	.	.	.	4	—	—	Increase from \$20.00 to \$22.00 a week
Pullers over,	.	.	.	.	.	16	—	—	Increase from \$20.00 to \$22.00 a week
Sole tackers,	.	.	.	.	.	2	—	—	Increase from \$10.00 to \$12.00 a week
Packers, tip fixers, and tip repairers,	.	.	.	.	.	—	49	—	Increase from \$16.00 to \$19.00 a week
Packers, tip fixers, and tip repairers,	.	.	.	.	.	—	68	—	Increase from \$4.00—\$10.00 to \$6.00—\$10.45 a week, at request of employees, with aid of labor organization, without strike.
Packers, tip fixers, and tip repairers,	.	.	.	.	.	—	81	—	Increase from \$4.00—\$10.00 to \$6.00—\$10.45 a week, at request of employees, with aid of labor organization, after strike.
Packers, tip fixers, and tip repairers,	.	.	.	.	.	7	—	—	Increase from \$5.00—\$10.00 to \$6.05—\$10.45 a week, at request of employees, with aid of labor organization, without strike.
McKay stitchers,	.	.	.	.	.	29	—	—	Increase from \$3.00—\$21.00 to \$15.00—\$25.00 a week, at request of employees, with aid of labor organization, after strike.
Turn workmen,	.	.	.	.	.	30	—	—	Increase from \$20.00 to \$24.00 a week
Cutters,	.	.	.	.	.	12	—	—	Increase from \$18.00 to \$21.50 a week
Turn workmen,	.	.	.	.	.	26	—	—	Increase from \$17.00 to \$18.44 a week, at request of employees, with aid of labor organization, after strike.
<i>Garments.</i>									
Skirt and cloak pressmen,	.	.	.	.	.	140	—	—	Increase from \$10.00 to \$12.00 a week, at request of employees, with aid of labor organization, without strike.
<i>Shirts, Collars, and Laundry.</i>									
Ironers (plain),	.	.	.	.	.	—	15	—	Increase from \$1.25 to \$1.35 a day
Ironers (starch),	.	.	.	.	.	—	10	—	Increase from \$1.50 to \$1.60 a day
<i>Food, Liquors, and Tobacco.</i>									
<i>Food.</i>									
Smoke house employees,	.	.	.	.	.	300	—	—	Increase from 22½ to 25 cents an hour, at request of employees, without aid of labor organization, without strike.
<i>Liquors.</i>									
Bottlers and drivers,	.	.	.	.	.	502	—	—	Increase from \$12.00—\$15.00 to \$12.50—\$15.50 a week, at request of employees, with aid of labor organization, without strike.
Brewery workers,	.	.	.	.	.	175	—	—	Increase from \$13.00—\$17.00 to \$14.00—\$19.00 a week, at request of employees, with aid of labor organization, without strike.
Brewery workers and drivers,	.	.	.	.	.	27	—	—	Increase from \$14.00—\$20.50 to \$15.00—\$25.00 a week, at request of employees, with aid of labor organization, without strike.

1 Wage increases were granted on different dates.

TABLE XVII.—*Detailed Statement of the Principal Changes in RATES OF WAGES during 1909*—(Continued).

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	NUMBER OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in Italics)
			Males	Females	
Metals, Machinery, and Shipbuilding.					
<i>Iron and Steel Manufacture.</i>					
Pattern makers,	Springfield,	Oct.	40	-	Voluntary increases from 27½—36 cents to 30—40 cents an hour.
Pattern makers,	Worcester,	Aug.	70	-	Increase from \$16.20 to \$18.30 and from \$16.50 to \$18.15 week, at request of employees, without aid of labor organization, without strike.
<i>Miscellaneous Metal Manufacture.</i>					
Brass buffers and polishers,	-	Nov.	27	-	Increase from \$2.75 and \$3.00 to \$3.00 and \$3.25 a day, at request of employees, with aid of labor organization, without strike.
Printing and Allied Trades.					
<i>Printing and Publishing.</i>					
Compositors (hand and machine),	Boston,	Nov.	507	43	Increase from \$18.00 and \$20.00 to \$19.00 and \$21.00 a week, by arbitration, with aid of labor organization, without strike.
Compositors,	Cambridge,	Feb.	34	-	Increases from \$14.00—\$18.00 to \$15.00—\$19.00 a week, at request of employees, with aid of labor organization, without strike.
Compositors,	Lowell,	Oct.	38	4	Increase from \$16.50 and \$19.50 to \$18.00 and \$21.00 a week, at request of employees, with aid of labor organization, without strike.
Compositors and machine operators,	New Bedford,	Apr.	48	-	Increase from \$15.00 and \$20.00 to \$16.00 and \$21.00 a week, at request of employees, with aid of labor organization, without strike.
Compositors,	Worcester,	Nov.	88	2	Increases from \$16.50—\$21.00 to \$17.00—\$24.00 a week, at request of employees, with aid of labor organization, without strike.
Printing pressmen and compositors,	Brockton,	Jan.	43	-	Increases from \$15.00—\$17.50 to \$16.00—\$19.50 a week, at request of employees, with aid of labor organization, without strike.
<i>Bookbinding and Blankbook Making.</i>					
Bookbinders,	-	Jan.	162	100	Voluntary increase from 19 to 22 cents an hour.
Public Employment.					
<i>Federal Employees.</i>					
Armory employees,	Springfield,	-1	135	-	Voluntary increases ranging from 60 cents to \$6.00 a week.
Arsenal employees,	Watertown,	-1	68	-	Voluntary increases ranging from 48 cents to \$5.83 a week.

Navy yard employees, Boston,	
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1 Month not specified.

TABLE XVII. — *Detailed Statement of the Principal Changes in RATES OF WAGES during 1909* — (Concluded).

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	NUMBER OF EMPLOYEES AFFECTED		Particulars of Changes in Rates of Wages (Decreases in <i>Italics</i>)
			Males	Females	
Miscellaneous.					
<i>Glass and Glassware.</i>	-	Jan.	619	112	Voluntary increase of ten per cent.
<i>Stationary Engine-men.</i>					
Stationary firemen,	North Adams, . .	Sep.	42	-	Increase from \$12.60 to \$14.00 a week, at request of employees, with aid of labor organization, without strike.
Stationary, hoisting, and portable engineers, . .	Salem,	- 1	41	-	Increases from \$12.00—\$18.00 to \$15.00 a week, at request of employees, with aid of labor organization, without strike.
<i>Theatres and Music.</i>					
Bill posters, drivers,	Boston,	Jun.	{ 15 ²	-	At request of employees, with aid of labor organization.
Bill posters, helpers,				-	

¹ Month not specified.² Eight employees received increase after strike; seven without strike.

2. HOURS OF LABOR.

TABLE XVIII. — *Detailed Statement of the Principal Changes in HOURS OF LABOR during 1909.*

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	Number of Employees Affected	WEEKLY HOURS OF LABOR		Decrease per Week (<i>Increases in Italics</i>)
				Before Change	After Change	
Building and Stone Working.						
<i>Building Trades.</i>						
Carpenters,	Boston and vicinity,	Jun.	3,165	48.0	44.0	4.0
Carpenters,	Brookline,	Jun.	300	48.0	44.0	4.0
Carpenters,	Cambridge,	Jun.	303	48.0	44.0	4.0
Carpenters,	Chelsea,	Jun.	185	48.0	44.0	4.0
Carpenters,	Everett,	Jun.	73	48.0	44.0	4.0
Carpenters,	Greenfield,	Apr.	75	54.0	48.0	6.0
Carpenters,	Holyoke,	Jul.	450	48.0	¹ 47.3	¹ 0.7
Carpenters,	Malden,	Jun.	75	48.0	44.0	4.0
Carpenters,	Marlborough,	Jun.	100	48.0	² 46.7	² 1.3
Carpenters,	Medford,	Jun.	30	48.0	44.0	4.0
Carpenters,	Milton,	Jun.	50	48.0	44.0	4.0
Carpenters,	Pittsfield, Dalton, and Hinsdale,	May	326	48.0	44.0	4.0
Carpenters,	Revere,	Jun.	43	48.0	44.0	4.0
Carpenters,	Somerville,	Jun.	120	48.0	44.0	4.0
Carpenters,	Winthrop,	Jun.	40	48.0	44.0	4.0
Electrical workers and helpers,	Boston,	Jun.	14	48.0	³ 46.3	³ 1.7
Electrical workers and helpers,	Boston,	Jul.	210	48.0	³ 46.3	³ 1.7
Electrical workers,	Fall River,	Jun.	30	54.0	48.0	6.0
Engineers (hoisting),	Boston,	Dec.	25	58.0	54.0	4.0
Engineers (hoisting),	Lawrence,	Aug.	28	54.0	48.0	6.0
Lathers,	Worcester,	Jun.	26	48.0	45.0	3.0
Painters, etc.,	Holyoke,	Jul.	85	48.0	¹ 47.3	¹ 0.7
Plumbers,	Fall River,	Aug.	60	54.0	48.0	6.0
Plumbers, gasfitters, etc.,	Springfield,	Jul.	100	48.0	44.0	4.0
Sheet metal workers,	Springfield,	Jun.	59	48.0	44.0	4.0
Sheet metal workers,	Worcester,	Jul.	37	54.0	48.0	6.0
Steamfitters and helpers,	Springfield,	Jun.	50	48.0	44.0	4.0
<i>Building and Street Labor.</i>						
Laborers,	Grafton,	Jul.	20	60.0	54.0	6.0
<i>Stone Working.</i>						
Granite cutters,	Lynn,	Apr.	42	⁴ 46.8	⁴ 46.0	⁴ 0.8
Paving cutters,	Fall River,	May	34	54.0	48.0	6.0
Clothing.						
<i>Boots and Shoes.</i>						
Lasters,	Framingham,	Mar.	53	50.0	55.0	<i>5.0</i>
Packing room employees,	Lynn,	Aug.	20	58.0	55.0	3.0
Sole cutters, sorters, and stock workers,	Haverhill,	Jul.	16	59.0	55.0	4.0
<i>Garments.</i>						
Corset makers,	West Brookfield,	May	228	58.0	56.25	1.75
Trimmers,	Boston,	Oct.	12	54.0	50.0	4.0
Underwear and other garment workers,	Needham,	May	230	56.0	55.0	1.0

¹ Average for the year. Saturday half-holiday for two months.² Average for the year. Saturday half-holiday for four months.³ Average for the year. Saturday half-holiday for five months.⁴ Average for the year.

TABLE XVIII. — *Detailed Statement of the Principal Changes in HOURS OF LABOR during 1909—Continued.*

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	Number of Em- ploy- ees Af- fected	WEEKLY HOURS OF LABOR		De- crease per Week (In- creases in Italics)
				Before Change	After Change	
Food, Liquors, and Tobacco.						
<i>Liquors.</i>						
Bottlers and drivers,	Lawrence,	May	125	60.0	54.0	6.0
Brewery workmen,	Lawrence,	Oct.	27	51.0	¹ 48.0	3.0
Leather and Rubber Goods.						
<i>Rubber Goods.</i>						
Rubber workers,	Chelsea,	Apr.	849	58.75	58.0	0.75
Rubber workers,	Chelsea,	Apr.	158	57.0	56.5	0.5
Rubber workers,	Malden,	Aug.	71	60.0	54.0	6.0
Metals, Machinery, and Shipbuilding.						
<i>Iron and Steel Manufacture.</i>						
Horseshoers,	Lowell,	Apr.	48	52.3	² 51.5	² 0.8
Horseshoers,	Lynn,	May	28	51.9	³ 51.5	³ 0.4
Printing and Allied Trades.						
<i>Printing and Publishing.</i>						
Compositors,	Boston,	Jan.	4	56.0	49.5	6.5
Compositors,	Boston,	Jan.	13	55.0	48.0	7.0
Compositors,	Boston,	Jan.	4	54.25	48.75	5.5
Compositors,	Boston,	Jan.	522	54.0	48.0	6.0
Compositors,	Boston,	Jan.	85	53.0	48.0	5.0
Compositors,	Boston,	Jan.	37	51.0	48.0	3.0
Compositors,	Boston,	Jan.	4	50.5	49.5	1.0
Compositors,	Boston,	Mar.	8	50.0	48.0	2.0
Compositors,	Cambridge,	Jan.	153	54.0	48.0	6.0
Compositors and electrotypers,	Cambridge,	Feb.	72	50.0	48.0	2.0
Compositors,	Cambridge,	Apr.	163	52.5	48.0	4.5
Compositors,	Newton,	Jan.	9	54.0	48.0	6.0
Compositors,	Norwood,	Jan.	297	54.0	48.0	6.0
Compositors,	Norwood,	Jan.	11	49.0	48.0	1.0
Compositors,	Springfield,	Jan.	118	54.0	48.0	6.0
Electrotypers,	Boston,	Jan.	182	50.0	48.0	2.0
Electrotypers,	Cambridge,	Jan.	25	54.0	48.0	6.0
Electrotypers,	Cambridge,	Apr.	33	52.5	48.0	4.5
Electrotypers,	Springfield,	Jan.	24	54.0	48.0	6.0
Pressmen, pressfeeders, and helpers,	Boston,	Jan.	5	56.0	49.5	6.5
Pressmen,	Boston,	Jan.	30	55.0	48.0	7.0
Pressmen,	Boston,	Jan.	43	54.25	48.75	5.5
Pressmen,	Boston,	Jan.	10	54.0	51.0	3.0
Pressmen,	Boston,	Jan.	405	54.0	48.0	6.0
Pressmen,	Boston,	Jan.	15	53.0	48.0	5.0
Pressmen,	Boston,	Jan.	21	51.0	48.0	3.0
Pressmen,	Boston,	Mar.	14	50.0	48.0	2.0
Pressmen,	Cambridge,	Jan.	164	54.0	48.0	6.0
Pressmen,	Cambridge,	Feb.	84	50.0	48.0	2.0
Pressmen,	Cambridge,	Apr.	162	52.5	48.0	4.5
Pressmen,	Norwood,	Jan.	77	54.0	48.0	6.0
Pressmen,	Springfield,	Jan.	148	54.0	48.0	6.0
Miscellaneous, ⁴	Boston,	Jan.	4	55.0	48.0	7.0
Miscellaneous, ⁴	Boston,	Jan.	3	54.25	48.75	5.5
Miscellaneous, ⁴	Boston,	Jan.	44	54.0	51.0	3.0

¹ Previous to 1909 brewery workmen had been granted the 48-hour work week for six months in a year.

² Average for the year. Saturday half-holiday for six months; formerly for four months.

³ Average for the year. Saturday half-holiday granted from May 1 to November 1, 1909.

⁴ Including errand boys, engineers, compilers, foremen, janitors, laborers, proofreaders, relief plate workers, shippers, and stone men.

TABLE XVIII. — Detailed Statement of the Principal Changes in HOURS OF LABOR during 1909 — Continued.

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	Number of Em- ploy- ees Af- fected	WEEKLY HOURS OF LABOR		De- crease per Week (In- creases in <i>Italics</i>)
				Before Change	After Change	
Printing and Allied Trades						
— Con.						
<i>Printing and Publishing — Con.</i>						
Miscellaneous, ¹	Boston,	Jan.	124	54.0	48.0	6.0
Miscellaneous, ¹	Boston,	Jan.	7	53.0	48.0	5.0
Miscellaneous, ¹	Boston,	Jan.	1	49.0	48.0	1.0
Miscellaneous, ¹	Cambridge, . . .	Jan.	49	54.0	48.0	6.0
Miscellaneous, ¹	Cambridge, . . .	Apr.	40	52.5	48.0	4.5
Miscellaneous, ¹	Norwood,	Jan.	20	54.0	48.0	6.0
Miscellaneous, ¹	Springfield, . .	Jan.	129	54.0	48.0	6.0
<i>Bookbinding and Blankbook Making.</i>						
Bookbinders,	Boston,	Jan.	115	54.0	48.0	6.0
Bookbinders,	Boston,	Jan.	5	52.0	48.0	4.0
Bookbinders,	Cambridge, . . .	Jan.	189	54.0	48.0	6.0
Bookbinders,	Cambridge, . . .	Feb.	347	50.0	48.0	2.0
Bookbinders,	Cambridge, . . .	Apr.	269	52.5	48.0	4.5
Bookbinders,	Norwood,	Jan.	420	54.0	48.0	6.0
Bookbinders,	Springfield, . .	Jan.	105	54.0	48.0	6.0
<i>Lithographing and Engraving.</i>						
Photo-engravers, . . .	Springfield, . .	Jan.	21	54.0	48.0	6.0
Restaurants and Retail Trade.						
<i>Hotels and Restaurants.</i>						
Waiters,	Lynn,	May	68	70.0	63.0	7.0
<i>Retail Trade.</i>						
Dry goods clerks, . . .	Brockton,	Feb.	161	56.0	54.5	1.5
Dry goods clerks, . . .	Brockton,	Apr.	129	56.0	54.5	1.5
Retail clerks,	Springfield, . .	Jul.	3,070	53.5	² 52.5	² 1.0
Retail clerks,	Waltham,	Jan.	65	61.0	59.0	2.0
Retail clerks,	Waltham,	Jan.	71	57.0	55.0	2.0
Retail clerks,	Winchendon, . .	May	56	56.0	³ 54.7	³ 1.3
Textiles.						
<i>Cotton Goods.</i>						
Cotton mill operatives, .	Chicopee,	Nov.	2,220	58.0	56.0	2.0
Cotton mill operatives, .	Clinton,	Nov.	1,901	58.0	56.0	2.0
Cotton mill operatives, .	Holyoke,	Nov.	1,371	58.0	56.0	2.0
Cotton mill operatives, .	Millbury,	Nov.	98	58.0	56.0	2.0
Cotton mill operatives, .	New Bedford, . .	Nov.	13,531	58.0	56.0	2.0
Cotton mill operatives and other employees,	New Bedford, . .	Dec.	2,642	58.0	56.0	2.0
Cotton mill operatives, .	North Adams, . .	Nov.	1,683	58.0	56.0	2.0
Cotton mill operatives, .	Ware,	Nov.	1,943	58.0	56.0	2.0
<i>Woolen and Worsted Goods.</i>						
Operatives,	Holyoke,	Oct.	2,428	58.0	56.0	2.0
<i>Other Textiles.</i>						
Mill employees,	Fitchburg,	Nov.	111	58.0	56.0	2.0
Transportation.						
<i>Railroads.</i>						
Car workers,	Fitchburg,	Jul.	330	48.0	53.0	5.0
Laborers,	Fitchburg,	4 -	25	60.0	54.0	6.0

¹ Including errand boys, engineers, compilers, foremen, janitors, laborers, proofreaders, relief plate workers, shippers, and stone men.

² Average for the year.

³ Average for the year. Wednesday half-holiday for eight weeks.

⁴ Month not specified.

TABLE XVIII. — *Detailed Statement of the Principal Changes in HOURS OF LABOR during 1909 — Concluded.*

INDUSTRIES AND OCCUPATIONS.	Localities	Dates of Changes	Number of Employees Affected	WEEKLY HOURS OF LABOR		Decrease per Week (<i>Increases in Italics</i>)
				Before Change	After Change	
Wooden Manufactures.						
Carriage workers, ¹	Amesbury,	Apr.	238	59.0	54.0	5.0
Carriage workers, ¹	Amesbury,	May	141	59.0	54.0	5.0
Carriage workers, ¹	Amesbury,	May	170	60.0	54.0	6.0
Carriage workers, ¹	Amesbury,	Jun.	36	59.0	54.0	5.0
Carriage workers, ¹	Merrimac,	May	140	60.0	54.0	6.0
Carriage workers, ¹	Merrimac,	May	100	59.0	54.0	5.0
Miscellaneous.						
<i>Barbering.</i>						
Barbers,	Chicopee,	Sep.	56	66.0	60.0	6.0
Barbers,	Fall River, . . .	Aug.	75	65.0	63.0	2.0
Barbers,	Salem,	Mar.	87	68.0	67.5	0.5
<i>Chemicals.</i>						
Employees,	Lowell,	Jan.	114	54.0	48.0	6.0

¹ Including assemblers, blacksmiths, metal workers, painters, shippers, trimmers, and wood-workers.

SPECIMEN FORMS OF INQUIRY TO EMPLOYERS AND
REPRESENTATIVES OF THE EMPLOYEES CON-
CERNED RELATING TO CHANGES IN RATES OF
WAGES AND HOURS OF LABOR.

1. CIRCULAR LETTER OF INQUIRY SENT TO EMPLOYERS.



The Commonwealth of Massachusetts

Bureau of Statistics

CHARLES F. GETTEMY
DIRECTOR

LABOR DIVISION

State House

Boston,

We are desirous of obtaining a *complete* and *accurate* record of Changes in the Rates of Wages and Hours of Labor in Massachusetts, as they occur, for publication in the Annual Report presented to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department, but since no legal requirement rests upon either employers of labor or employees to notify this Bureau that a change in wages or hours of labor has gone into effect, we are necessarily dependent upon various other sources for our primary information. Such information (which is not always *accurate* or *complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form enclosed.

Permit me to assure you that any information you may be willing to furnish will be used solely for statistical purposes and will not be published under your name.

Assuring you of our appreciation of your courtesy in this matter, I am,

Respectfully yours,

CHARLES F. GETTEMY,
Director.

(Enclosure)

2. SCHEDULE SENT WITH CIRCULAR LETTER TO EMPLOYERS.



The Commonwealth of Massachusetts.

BUREAU OF STATISTICS.

STATE HOUSE, BOSTON.

CHARLES F. GETTEMY,
DIRECTOR.

LABOR DIVISION.

Changes in Rates of Wages and Hours of Labor.*INDIVIDUAL RETURNS ARE REGARDED AS CONFIDENTIAL.*

Definition: A change in the rate of wages involves a rise or fall in the weekly, daily, or hourly rate of remuneration of any given class of wage-earners, apart from any change in the nature of the work performed or apart from any revision of rates owing to the increased length of service or experience of the employee.

1. City or town in which employees affected by the change were employed?
2. Industry?
3. Date from which change took effect?
4. Name of establishment?
5. If more than one establishment was affected, give names of other firms?

6. Occupations OF EMPLOYEES AFFECTED BY CHANGE.	Number OF EMPLOYEES AFFECTED.		Rates of Wages.			Hours of Labor a Week EXCLUSIVE OF MEAL PERIODS AND OVERTIME.	
	Males.	Fe- males.	Before Change.	After Change.	Per hour, day, or week.	Before Change.	After Change.

7. In case of a change in piece rates, or a percentage increase or decrease, kindly state the amount of the weekly pay-rolls before and after the change in wages:
 Percentage increase or decrease
Before change: Number of employees working at piece rates Amount
 of weekly pay-roll of piece workers, \$ for week ending 19 .
After change: Number of employees working at piece rates Amount
 of weekly pay-roll of piece workers, \$ for week ending 19 .
8. Was change granted after strike or without strike?
9. Underline the method by which the change was arranged :
 At request of employees.
 At request of a trade union.
 By arbitration.
 Voluntary change unsolicited by employees.
10. Kindly enclose copy of any printed or written agreement that may have been made regarding this change.

Signature

Date

3. CIRCULAR LETTER OF INQUIRY SENT TO REPRESENTATIVES OF THE EMPLOYEES CONCERNED.



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

We are desirous of obtaining a *complete* and *accurate* record of Changes in the Rates of Wages and Hours of Labor in Massachusetts, as they occur, for publication in the Annual Report presented to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department, but since no legal requirement rests upon either employers of labor or employees to notify this Bureau that a change in wages or hours of labor has gone into effect, we are necessarily dependent upon various other sources for our primary information. Such information (which is not always *accurate* or *complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form enclosed.

Permit me to assure you that any information you may be willing to furnish will be used solely for statistical purposes and will not be published under your name.

Assuring you of our appreciation of your courtesy in this matter, I am,

Respectfully yours,

CHARLES F. GETTEMY,
Director.

(Enclosure)

4. SCHEDULE SENT WITH CIRCULAR LETTER TO REPRESENTATIVES OF THE EMPLOYEES CONCERNED.



The Commonwealth of Massachusetts.

BUREAU OF STATISTICS,

STATE HOUSE, BOSTON.

CHARLES F. GETTEMY,
DIRECTOR.

LABOR DIVISION.

Changes in Rates of Wages and Hours of Labor.

INDIVIDUAL RETURNS ARE REGARDED AS CONFIDENTIAL.

Definition: A change in the rate of wages involves a rise or fall of the weekly, daily, or hourly rate of remuneration of any given class of wage-earners, apart from any change in the nature of the work performed or apart from any revision of rates owing to the increased length of service or experience of the employee.

1. City or town in which employees affected by the change were employed?
2. Industry?
3. Date from which change took effect?
4. Name of union?
5. Name of establishment?
6. If more than one establishment was affected, give names of other firms?

7. Occupations of EMPLOYEES AFFECTED BY CHANGE.	Number of EMPLOYEES AFFECTED.		Rate of Wages.			Hours of Labor a Week EXCLUSIVE OF MEAL PERIODS AND OVERTIME.	
	Males.	Females.	Before Change.	After Change.	Per hour, day, or week.	Before Change.	After Change.

8. Was the change granted after strike or without strike?
9. Underline the method by which the change was arranged:
 - At request of employees.
 - At request of trade union.
 - By arbitration.
 - Voluntary change unsolicited by employees.
10. Kindly enclose copy of any printed or written agreement that may have been made regarding this change.

Signature

Date

PART II.

STRIKES AND LOCKOUTS.

STRIKES AND LOCKOUTS.

INTRODUCTION.

DEFINITIONS AND EXPLANATION OF TERMS, SCOPE AND METHOD
OF THE REPORT, ANALYSIS, AND REVIEW OF THE PRINCIPAL
STRIKES DURING 1909.

This Bureau has corresponded with every labor organization and every establishment affected by labor disputes of whatever magnitude in the Commonwealth in an effort to make this report on the strikes and lockouts occurring in Massachusetts during the year 1909 (the tenth annual presentation of the subject) as complete and thoroughly comprehensive as possible. Approximately 175 schedules, on which appeared inquiries relating to the subject, were returned to the Bureau through correspondence and 600 by means of personal visits made by special agents. We feel confident, therefore, that no strike or lockout worthy of record has escaped notice and inclusion in this report.

“The condition of most fundamental importance to the proper understanding and interpretation of any statistics,” says Augustus D. Webb, B.Sc., Fellow of the Royal Statistical Society, “is precise definition of the statistical unit dealt with. So obvious is the necessity for the fulfilment of this condition that one can regard only with amazement its persistent violation in the majority of statistical works. Even official publications of all kinds are found lacking in this essential condition of adequate definition, and it can therefore cause no surprise that the same deficiency should be observed in non-official works, which very largely derive their statistics either immediately or ultimately from official sources. . . . No table of figures should be published or quoted without that amount of definition and explanation which is essential to a correct interpretation and legitimate use of that table. Ten tables duly explained are better than fifty tables not explained. . . . Every official publication

should contain an adequate explanation of the matter contained in it. The Government departments should not assume that all persons using their publications are familiar with their contents, especially in view of the very wide attention now being given to all statistical matters and the large demands made by all sections of the public for statistical information respecting not only this country but for all countries.”¹

Mr. Arthur L. Bowley, M.A., Fellow of the Royal Statistical Society, in a paper read before that Society, June 16, 1908, on “The Improvement of Official Statistics,” said: “It is essential that no statistics should be issued without a clear statement, *bound with them*, of what they mean, how they were obtained, what are their limitations, and what cautions are necessary in using them.”

In this report considerable space has therefore been devoted to explanations of the method followed in gathering the data, comprehensive definitions of the terms used in tabulating and presenting the same, and an attempt to point out by text analysis some of the more significant facts set forth in the tables.

The statistical tables dealing with details are given on pages 191 to 247. The introductory pages are devoted to:

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¹ Paper on “Notes on Some Difficulties Met with in International Statistical Comparisons,” read before the Royal Statistical Society, London, England, December 14, 1909.

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I.

DEFINITIONS AND EXPLANATION OF TERMS.

1. STRIKES AND LOCKOUTS.

In discussions on the subject of labor disputes distinctions are often made between strikes and lockouts. Such distinctions are often very difficult to draw in practice, the relatively slight difference being shown in the following definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment, or several establishments, to enforce a demand on the part of the employees; a *lockout* is a refusal on the part of the employer, or several employers, to permit a part or all of the employees to work, such refusal being made to enforce a demand on the part of the employers.

The distinction between strikes and lockouts is, however, not wholly indicated by these definitions, because it is not true that every strike involves a demand initiated on the part of the employees. The statistics of strikes show that a very common cause of refusal to work is unwillingness to accept new terms proposed by the employers. On the other hand, a lockout may perhaps be clearly defined by the above definition, although it may readily happen that a lockout may owe its first initiation to a demand on the part of the employees.

A *sympathetic strike* is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit but go out in order to assist the employees of some *other* establishment in enforcing their demand.

Strikes lasting less than one day have not been taken into account in compiling the statistics, although the principal facts that could be obtained relating to such strikes in which there was an actual well-defined cessation of work are presented separately on pages 139 and 140.

2. ATTACK AND DEFENSE STRIKES.

In view of the similarity between strikes and lockouts this Bureau has followed the plan adopted in the 1908 report of grouping these two classes of disputes together and devoting some consideration to another classification, *i.e.*, by grouping together on the one

hand all cessations of employment which result from a movement begun in the first instance by the employees, — denominated *attack strikes*, — and by including on the other hand all cessations of employment resulting from the initiative taken by the employer in making some change in the conditions of employment, which have been called *defense strikes*.¹

For these reasons the term “strike,” as used in this report, refers to both strikes and lockouts; the term “strikers” refers to both strikers and locked-out employees; and the results of all disputes are presented from the standpoint of the employee. As in the report for 1908 an exception to this combination of statistics of strikes and lockouts is made in the consideration of the question as to whether or not the disputes were ordered by labor organizations, and the lockouts are not tabulated under either of these classifications.

3. THE UNITS OF STATISTICS OF CAUSES, RESULTS, AND MAGNITUDE.

As in the report for 1908 the statistics as to the causes and results of strikes are based not upon the individual strike as the unit, but upon the establishment and the number of strikers.

Strikes are of all degrees of magnitude. One establishment only is affected in some cases; in others the strike may extend throughout a city, a State, or an entire section of the country, involving hundreds or even thousands of separate plants or enterprises. It is therefore apparent that statistics as to the causes and results of strikes, which take the strike as the only unit, might be very misleading. Thus a strike won by employees in 100 or 1,000 establishments would count no more in a table of statistics recording the results of strikes than would an unsuccessful strike in which a few employees in a single establishment were concerned.

On the other hand there are very great differences in the size of establishments and the number of persons employed, and, using as a basis the establishment, a successful strike in an establishment employing 1,000 persons would count for no more in the summaries of results than an unsuccessful strike in an establishment employing 10 persons. A more satisfactory basis of comparison as to the results of strikes would therefore appear to be the number of strikers.

¹ A more extended discussion of the subject of strikes v. lockouts was given in the thirty-ninth Annual Report on the Statistics of Labor, 1908, pages 5 and 6.

It is surely of greater social importance to know that 40 per cent or 50 per cent of the strikers have won or lost their cause than it is to know that in 40 or 50 per cent of the establishments, of various sizes concerned, the workmen have been successful or unsuccessful. And yet this measure is faulty, also, in that it takes no account of time. A strike of 1,000 employees would seem more important than that of 100, but if the former lasts only one day and the latter 100 days it would certainly count for much less in its effect upon business. The number of working days lost, — computed by multiplying the number of strikers by the duration of the strike, the number of employees thrown out of work by the number of days they were obliged to be out of work, and adding the products, — which takes into account the element of time and the number of other employees thrown out of work as a result of the strike, as well as the number of strikers, is perhaps the best index for statistical comparison of the magnitude of labor disputes. In disputes where the places of the strikers are filled this figure must necessarily be computed from the employer's point of view, as it would be impossible to determine how long it took each striker to obtain employment if his former position was filled by another. It must also be borne in mind by the reader that the result of the calculation can be at best only approximate, because of the difficulty in accurately computing the working time lost in disputes in which the places of the strikers are gradually filled by others. The term "working days lost" does not accurately convey the meaning intended, partly because many employees secure work in other establishments during the pendency of a dispute in which they have been primarily involved and partly because after a dispute is closed establishments may work overtime, or more regularly, so that much or even all lost time may be made up.

4. OTHER DEFINITIONS.

(a) An *establishment* is the place or places of work operated by a person, firm, or corporation in a locality. The plants of different employers in the same locality, or of the same employer in different localities, are considered separate establishments. In the building trades each separate job or building under construction is considered an establishment whether there are one or several employers. An exception to this latter rule is made in the case of general strikes

in the building trades, where each employer, in one city or town, is considered a separate establishment irrespective of the number of buildings upon which his employees may be at work.

(b) A *general strike* is a strike involving two or more establishments and entered into by the concerted action of employees of several establishments. General strikes involving more than one city or town have been tabulated under the locality most affected and cross references made to the other localities involved. Statistics of general strikes extending outside of Massachusetts include only figures for those establishments which are located within the Commonwealth.

(c) *Strikers*. — The number of strikers includes only those who actually joined in the demand and followed the demand by a cessation of work, and in the case of lockouts the term is used to include the number of employees whom the employer refused to allow to work unless they complied with his demand.¹

(d) *Employees Thrown out of Work*. — As the result of the dependence of one occupation upon another the cessation of work by strikers in many cases renders it impossible for other employees in the same establishments, who perhaps have no grievance or desire to strike, to continue work. The term "*employees thrown out of work*," as used in this report, refers only to those workers who were involuntarily deprived of employment as a result of the strike action of others and were not on strike themselves. In the case of lockouts the term "*employees thrown out of work*" refers only to those employees who were unable to continue work as a result of the employer locking out certain employees upon whose work they were dependent for employment. It is sometimes difficult to distinguish in the case of lockouts as to whether or not some of those employees involuntarily out of work were really locked out by the employer. This Bureau in its investigations has, however, made an effort to determine whether or not the occupations of the employees who were involuntarily out of work were directly dependent upon those of the strikers.

(e) *Strikes Ordered by Labor Organizations*. — The number of strikes ordered by labor organizations includes all strikes ordered by direct vote of the members and also all ordered by a business agent or committee of such labor organization acting under powers con-

¹ It should be remembered that the same persons may strike two or more times in a single year in which case they would be duplicated in the statistics of the number of strikers. The same is true of the figures for persons thrown out of work.

ferred by that organization. The strikes that are tabulated as not having been ordered by labor organizations are not necessarily strikes begun and carried on by non-union employees. They include not only this class of strikes, but also strikes carried on by members of trade unions acting without the authority of their organizations.

(f) *The Closing of Establishments.* — An establishment was considered *closed* when its usual productive work was discontinued. The aggregate *number of days closed* is the sum of the number of working days each establishment was closed. The figures indicating the average number of days closed per establishment were found by dividing the aggregate number of days closed by the number of establishments closed.

(g) *Causes.* — Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout, and, while the causes may be stated in many different ways, nearly all of them fall within a very few leading causes or groups of causes. The causes of strikes have been classified under seven general headings: (a) wages, (b) hours of labor, (c) the employment of particular classes or persons, (d) working conditions, (e) trade unionism, (f) sympathy, and (g) miscellaneous. Several subheadings have been made under each of these classifications, and on pages 249 to 253 of this report will be found a glossary showing how the causes have been classified.

(h) *Duration.* — It is obviously difficult to determine the actual *duration* of any particular strike or lockout. In cases where all the employees striking are afterwards reinstated at one time the duration of a strike is easy to determine, but where, as often happens, the strikers either surrender a few at a time, or are gradually replaced by other persons, no particular date can be set as the ending of the strike. In computing the duration of disputes, the day on which the employees first ceased their work was regarded as the beginning of a strike or lockout. The day when the employees went back to work, or the day on which enough employees had been placed at work to enable the employer to carry on his business practically as before the strike, was regarded as the end of a dispute. In disputes where the places of the strikers were filled temporarily, and the strike was later definitely settled, the duration has been computed by taking as the end of the strike the date on which the strikers

returned or the strike was declared off by the strikers, provided this occurs within one year after the cessation of work took place.

(i) *Results.* — A strike in an establishment is tabulated as successful when the employees succeed in enforcing full compliance with all of their demands; partly successful when they succeed in enforcing compliance with a part of their demands or partial compliance with some or all of their demands; and as having failed when they did not succeed in enforcing even a partial compliance with any of their demands.

(j) *Tabulation by Years.* — This report, which covers the calendar year, 1909, includes all strikes and lockouts which began during the year, although in some instances they were not settled within the year. In the table summarizing by years the number of employees involved and the working days lost, the figures given can not represent absolute accuracy for a given year because the entire number of strikers and the working days lost are placed in the year in which the strike began.

(k) *Methods of Settlement.* — The methods of settlement of disputes have been classified under four headings: (1) By direct negotiations, (2) by conciliation or arbitration, (3) by filling places, (4) by other methods.

(1) *By direct negotiation* means that the dispute was settled by conferences or negotiations between the parties direct, or by the representatives of the organizations of employers or employees of which the parties concerned were members.

(2) *By arbitration* means that the issue which caused the dispute was referred to and settled by a disinterested third party. *By conciliation* means that the parties were brought together and induced to settle the dispute by a disinterested third party. The arbitration or conciliation may be by one person, several persons, the State Board of Conciliation and Arbitration, or a local board of arbitration.

(3) *By filling places* means that the employer succeeded in procuring desirable employees to fill the places of those who left work, or men who were able to perform the work formerly done by the strikers in such a manner that the work of the establishment could be carried on until more skilled employees could be obtained.

(4) *By other methods.* — Among other methods by which strikes are often settled may be mentioned: By return to work without

negotiations; by return to work after negotiations had failed; by union ordering men to return to work; by shutting down the establishment permanently; or by abandoning work formerly done by the strikers or by dispensing with hand labor or certain machinery or the installation of labor-saving devices which enables the employer to dispense with the strikers.

(1) *Industry Classification.*—The term “industry,” in its correct use, applies only to productive labor, that is, labor employed in manufacturing. In this report, however, on account of the lack of any other suitable term, it includes the labor employed in any form of business. The classification of industries used as the basis of the statistical presentations in this report is the same as that used in our 1908 report (pages 122 to 135). In grouping the industries the object has been to bring together, as nearly as practicable, those establishments and industries in which the employers and employees, respectively, have a common interest and, consequently, are likely to act together.

Labor disputes at times occur in practically every branch of business in which men sustain the relation of employer and employee, and, in the handling of a great mass of data, classification is necessary. Any classification of establishments and industries is subject to criticism. This criticism may be because the grouping is too comprehensive, or, on the other hand, because it is too narrow. There may also be criticism because of the classification of certain establishments in certain industries. But it is believed that the classification used in this report is, on the whole, as satisfactory as any that can be devised for an annual report on statistics of strikes, taking into consideration the kinds of industries which exist in this Commonwealth. Our classification comprises 49 groups of industries arranged in 12 general groups.

It may appear to the reader who has occasion to compare the figures published in this report with those published in the report for 1908 that there is a disagreement in the figures for the year 1908. This is accounted for by the fact that the statistics for 1908 have been revised so as to include the complete figures for all strikes which *began* during 1908. See “(j) Tabulation by Years” on page 123, *ante*.

II.

SCOPE AND METHOD OF THE REPORT.

In order that the method of securing the data upon which this report is based may be understood, specimens of the circular letters and forms of inquiry used by this Bureau are shown on pages 255 to 260. The distribution of these schedules and form letters is preceded by a considerable amount of clerical work in the office, made necessary in order to establish a list of strikes and lockouts, concerning which definite inquiry must be made, since no legal requirement rests upon either employers of labor or employees to voluntarily notify the Bureau of the occurrence of industrial disputes. We are, therefore, dependent for our primary information upon newspapers, trade journals, labor publications, etc., a large number of which are examined daily. References to strikes and lockouts found in this manner are then subjected to official verification by means of a circular letter and schedule sent to responsible representatives of both parties to the dispute.

Every employer affected by a strike or lockout which occurred during the year, and in cases where the strike was ordered by an organization, either of employers or employees, officers thereof were asked to contribute their information. If the information given by either side in the controversy agreed with that given by the other the facts were considered accurate. If there were discrepancies, or either side refused information, an agent was sent to interview representatives of both parties to the dispute. After considering all the evidence to be gained on either side a report was made on what the facts seemed to be. It may be, therefore, that participants, or others supposing themselves to be cognizant of the facts relating to a certain strike, will find the details as exhibited in the tables somewhat different from their own recollection. In explanation it may be stated that the conflicting statements were weighed and each detail determined as judicially as possible, making the report not to agree with the testimony of a single individual, but in harmony with the concurrent evidence of the majority, or what seemed to be the most reliable. This Bureau made every effort to secure the truth and did not leave a controversy until it fully believed that the truth had been ascertained.

III.

ANALYSIS.

1. NUMBER OF STRIKES AND PERSONS AFFECTED.

(a) *Statistics of Strikes for All Industries.* — Statistics of strikes generally show a parallelism between the number of labor disputes and the state of prosperity or depression of general business. This is reflected by the increase in the number of strikes in Massachusetts during the year 1909, — 183 in 1909 and 98 in 1908, — a fact undoubtedly due to the readjustment of industrial conditions following the general depression of 1907–1908. But although the number of strikes and strikers was much larger in 1909 than in 1908, the effect upon business as shown by the number of working days lost was less in 1909, when the number of working days lost was 228,363 as compared with 325,015. This appears more obvious when we consider the fact that 47.55 per cent (108,587 days) of the working time lost was due to the strike of jute-mill operatives at Ludlow.

During 1909 there were 183 strikes affecting 477 establishments, in which 12,456 employees struck, throwing out of work 9,107 other employees and causing a loss in working time of approximately 228,363 working days; while in 1908 there were 98 strikes affecting 473 establishments, in which 8,007 persons struck, throwing out of work 14,539 other employees, with a resultant loss in working time of approximately 325,015 working days.¹ The large number of establishments affected by the disputes which occurred during 1908 and 1909 was due to the large number of general strikes in the building trades throughout the State. The average number of establishments affected by each strike was 2.6 in 1909 and 4.8 in 1908.

The number of strikers during the year 1909 was 12,456 as compared with 8,007 in 1908, and the average number in each establishment was 26 in 1909 and 17 in 1908. The cessation of work by the strikers forced out of employment other employees in the same establishments, who had no grievance and perhaps no desire to strike, to the number of 9,107 in 1909 as compared with 14,539 in 1908, the average number in each establishment being 19 in 1909 and 31 in 1908. The relatively large number of employees thrown out

¹ For statistics of strikes during the 29 years, 1881 to 1909, the reader is referred to Table 1 on page 195, *post*.

of work as a result of the strike action of others in 1908 is accounted for largely by the fact that 11,018, or 75.78 per cent of the total number thrown out of work, were thus deprived of employment in 66 shoe factories at Lynn during the general strike of the lasters there. The total number of persons directly and indirectly involved in disputes was 21,563 in 1909 and 22,546 in 1908. It is obviously impossible to estimate the number of persons thrown out of work in establishments not involved in disputes but closely dependent in many ways on the establishment involved, as in furnishing material, etc.

A large proportion of the strikes which occurred during the year were small in size. Of the 477 establishments involved in disputes there were 397, or 83.23 per cent, in which less than 26 strikers were involved; 435, or 91.19 per cent, in which less than 51 strikers were involved; and only five, or 1.05 per cent, in which more than 200 strikers were involved. In two strikes there were over 1,000 strikers, one of which involved 1,680 strikers and the other 2,280 strikers.

In a consideration of the total number of persons affected by strikes during the year, including both strikers and employees thrown out of work, we find that in 80, or 43.72 per cent of all the disputes, there were less than 26 employees involved; in 119, or 65.03 per cent of the disputes, there were less than 51 employees involved; while in only 19, or 10.38 per cent, were there more than 200 employees involved.

(b) *Attack and Defense Strikes.* — During the period of readjustment of industrial conditions in 1909 we find that the demands of employees for better conditions greatly exceeded the changes proposed by employers. Of the total number of strikes which occurred during 1909, 149, or 81.42 per cent, were attack strikes and 34, or 18.58 per cent, were defense strikes, while, in 1908, of all the disputes 65.31 per cent were attack strikes and 34.69 per cent were defense strikes. In the 149 attack strikes in 1909, 9,241, or 74.19 per cent of all the strikers in 443, or 92.87 per cent of the establishments, left work in order to secure improved conditions, and threw out of work other employees whose employment depended upon the work of the strikers, thereby causing a loss in working time of 110,109 working days. In 1908, 6,274, or 79.90 per cent, of all the strikers in 429, or 91.08 per cent, of the establishments were involved in attack strikes. In the 34 defense strikes, or strikes

which resulted from the initiative action taken by the employer in making some change in the conditions of employment, which took place in 34 establishments, there were 3,215 employees who struck and 1,027 other employees who were thrown out of work, and this caused a loss of approximately 118,254 working days. The average number of establishments involved in each attack strike was 3.0 as compared with an average of 2.6 in all strikes, while the average number involved in defense strikes was 1.0.

(c) *Lockouts*. — Of the 183 disputes which occurred during the year two might be classified as lockouts. In these two lockouts there were 11 establishments affected and 110 employees were locked out. The approximate amount of working time lost as a result of lockouts was 580 days.

(d) *Localities Affected*. — The number of strikers and of persons thrown out of employment bears little proportion to the population of the cities and towns in which disputes occurred. This is to be expected, since strikes are more likely to occur in the manufacturing cities. One would naturally expect to find the largest number of strikes in Boston, and such has been the case in every year since 1901, with the exception of 1908, when Lynn showed the largest number, — 14, or 14.29 per cent of all the disputes which occurred in the Commonwealth. In 1909 there were 31 strikes, or 16.94 per cent of all the strikes, in Boston. Boston also showed the largest number of establishments affected, — 130, or 27.25 per cent of all the establishments affected. Ludlow showed the largest number of strikers, 2,365, or 18.99 per cent of the total number, and was closely followed by Boston with 2,285 and Fall River with 2,007 strikers. In Lynn there were 19 strikes; in Pittsfield, 11; in Brockton, eight; and in New Bedford and Worcester, six each. The cities in which a large number of establishments were involved were: Boston, 130; Lawrence, 44; Lynn, 35; New Bedford, 33; Haverhill, 30; Pittsfield, 29; and Worcester, 22. In a consideration of strikers the cities which showed the largest numbers were: Ludlow, 2,365; Boston, 2,285; Fall River, 2,007; Brockton, 529; Lynn, 500; Pittsfield, 364; New Bedford, 362; and Worcester, 297.

The greatest amount of time lost by a labor dispute was in Ludlow, approximately 108,587 working days being lost, or 47.55 per cent of the time lost by all the disputes in the Commonwealth during the year. Other cities in which a large amount of time was lost were:

Boston, 29,630 working days; Lynn, 17,446 working days; Fall River, 13,075 working days; and Brockton, 9,995 working days.

(e) *Prevalence of Strikes by Industries.*—The boot and shoe industry was affected by strikes to a greater extent than any other industry in Massachusetts during 1909. In this industry there were 45 distinct disputes, involving 68 establishments, in which 2,186 employees struck, 5,460 other employees were thrown out of work, and the working time lost was approximately 49,296 days. Expressed in percentages, 24.59 per cent of all the strikes, 14.25 per cent of all the establishments involved, 17.55 per cent of all the strikers, 59.95 per cent of all the employees thrown out of work, and 21.59 per cent of all the working time lost was in the boot and shoe industry.

Of the 45 disputes in this industry nearly one-half of that number occurred in the three largest boot and shoe industry centres, Lynn, Brockton, and Haverhill. In Lynn there were 12 strikes, or 26.67 per cent of all the strikes occurring in this industry; 32 establishments, or 47.06 per cent of all the establishments affected; 439 strikers, or 20.08 per cent of all the strikers involved; 2,029 other employees thrown out of work, or 37.16 per cent of all the boot and shoe workers thrown out of work by the strike action of others; and approximately 17,171 days lost or 34.83 per cent of all the working time lost. Brockton followed with six strikes in six different establishments, involving 480 strikers or 21.96 per cent of all the strikers who ceased work in this industry; 1,480 other employees were thrown out of work; and 9,953 working days were lost, or 20.19 per cent of all the working time lost. The figures for Haverhill show three labor disputes in three different establishments in which 60 strikers were involved, 290 other employees were thrown out of work, and 3,180 working days lost.

In the building trades there were 33 strikes, or 18.03 per cent of all the strikes; 245 establishments involved, or 51.36 per cent of all the establishments involved in strikes; 2,855 strikers, or 22.92 per cent of all the strikers; and 29,342 working-days lost, or 12.85 per cent of all the working time lost. In the flax, hemp, and jute goods industry there were 2,390 strikers, or 19.19 per cent of all the strikers, and 109,064 working days lost, or 47.76 per cent of all the working time lost. In the cotton goods industry there were 2,051 strikers, or 16.47 per cent of all the strikers, and 2,358 employees

thrown out of work, or 25.89 per cent of all the employees thrown out of work by the strike action of others.

The city most affected by labor disputes in the building trades was Boston. In this city there were nine strikes or 27.27 per cent of all the strikes occurring in the industry; 101 establishments involved, or 41.22 per cent of all the establishments affected; 1,841 strikers, or 64.48 per cent of all the strikers; 293 other employees thrown out of work; and 24,315 working days lost, or 82.87 per cent of all the working time lost in this industry.

The average number of establishments involved in each strike was 9 in the food products industry, 7.4 in the building trades, 5 in retail trade, 2.5 in building and street labor, and 2 in the wooden goods industries. The average number of strikers in each strike was 797 in the flax, hemp, and jute goods industry, 293 in the cotton goods industry, 87 in the building trades, 72 in iron and steel manufacturing, 64 in food products, and 55 in railroads. The average number of employees thrown out of work in each strike was 337 in the cotton goods industry, 121 in the boot and shoe industry, and 71 in the flax, hemp, and jute goods industry. The average number of working days lost in each strike was 36,355 in the flax, hemp, and jute goods industry, 1,906 in the cotton goods industry, and 1,095 in the boot and shoe industry.

Fall River was the only one of the large cotton manufacturing cities which was affected by strikes in that industry. Four strikes, or 57.14 per cent of all the strikes occurring in the cotton goods industry, were inaugurated in that city; 1,997 operatives, or 97.37 per cent of all the strikers, were directly involved, while 2,346 other employees, or 99.49 per cent of all employees indirectly involved in the strikes, were thrown out of work; approximately 13,015 working days, or 97.53 per cent of the total for the industry, were lost by the operatives.

(f) *The Effect of Labor Organizations.* — Among most groups of wholly unorganized workingmen strikes are less prevalent than among organized employees. As a matter of fact, a large proportion of unorganized workingmen are engaged in unskilled labor, where the supply is frequently so great that a strike would be sure to meet defeat. The nature of the employment of unskilled labor, which is often temporary, also tends to make strikes among them less frequent. Strikes are more likely to occur in industries or under conditions

where there is a reasonable chance of success than where there is little chance of success, and the prospect of success is greatest where workmen are most necessary to their employer, and best paid. It is generally among such workingmen, who are in a relatively strong position in regard to their relations with employers, that organization most flourishes.

It obviously follows that strikes will usually be most prevalent in organized trades. Moreover, a strike means collective action, which can only grow out of consensus of opinion and a sense of unified interest. It is precisely such a state of feeling which is fostered by labor organizations, and which, in their absence, is less likely to develop. It would be important to ascertain, if possible, whether strong labor organizations, embracing a large proportion of the members of the trade furnished with benefit systems and led by powerful officers, are more disposed toward strikes than weak organizations.

During the year 1909, 93 strikes, or 51.38 per cent of all the disputes,¹ were ordered by labor organizations, and 370, or 79.40 per cent of all the establishments involved in strikes, 7,358, or 59.60 per cent of the strikers, and 7,346, or 80.66 per cent of the employees thrown out of work, were included in strikes ordered by labor organizations.

Concerning most of the occupations covered by statistics of strikes it is impossible to determine whether the workingmen are strongly organized or not. While a general idea of the proportion of the total number of persons employed in the respective industries who belong to labor organizations may be obtained by a comparison of the statistics of membership obtained from the trade unions of the State with the census of occupations, such figures do not always indicate the ability of the unions to cope with employers. The form of organization, the intelligence and spirit of officers and members, and many other factors enter into the making of the strength or weakness of a labor organization. In some cases an industry comprises widely different grades of employees; it may contain some very highly skilled men, strongly organized, and also many unskilled and unorganized men. There are, however, a few industries in which it is well known that the trade unions are strong, in the sense of

¹ These percentages are figured on the basis of 181 strikes, excluding the two lockouts. See page 119, *ante*.

including a large proportion of the members of the craft. There are a few other important industries in which it is equally certain that trade unions are either for the most part lacking or are very weak.

Another possible indication as to the strength of labor organizations in the various trades is found in the statistics of strikes themselves, which distinguish between those ordered by labor organizations and those not so ordered. If a large majority of the strikes in a given industry are ordered by labor organizations, it may either be an indication of the fact that those organizations are peculiarly disposed to strike or it may be merely an indication that the great majority of the workingmen in the district belong to the organizations, so that practically all the strikes ordered must be ordered by them.

In the strongly organized industries, except railroads, a very large proportion of all strikes was ordered by labor organizations. In all industries, 51.38 per cent of the strikes were ordered by labor organizations, while for the strongly organized industries the percentage of all strikes which were ordered by labor organizations was 80.65. The proportion of strikes ordered by labor organizations was high in the building and stone working trades and in the boot and shoe, food products, liquor, and teaming industries.

On the other hand in the weakly organized group, less than one-third of all the strikes were ordered by labor organizations, 18 being so ordered as compared with 61 not ordered by labor organizations.

In most of the weakly organized industries the employment of women is an important factor. It is a familiar fact that in industries where the proportion of female labor is large it is difficult to maintain strong labor organizations or a high rate of wages.

(g) *Women in Labor Disputes.* — Of the 12,456 strikers, 8,918, or 71.60 per cent, were males and 3,538, or 28.40 per cent, were females. Of the 9,107 employees thrown out of work by strikes, 6,140, or 67.42 per cent, were males and 2,967, or 32.58 per cent, were females.

Of the 40,424 male employees in the establishments involved immediately preceding strikes, 22.06 per cent struck, while of the 20,466 female employees before the strike but 17.29 per cent struck.

Generally women are much less prone to strike than men. Exceptions to this rule occurred during 1909 in four industries, namely,

hosiery and knit goods, paper and paper goods, flax, hemp, and jute goods, and miscellaneous metal manufactures.

The 2,967 female employees thrown out of work as a result of strikes were in the following industries: Boots and shoes, garments, rubber and gutta percha goods, cotton goods, flax, hemp, and jute goods, woolen and worsted goods, other textiles, wooden manufactures, chemicals, and paper and paper goods.

In the manufacture of hosiery and knit goods all of the strikers were females; 75.47 per cent of the strikers in the paper and paper goods industry were females; and 63.26 per cent of the strikers in the flax, hemp, and jute goods industry were females. In the boot and shoe industry, in which many females are employed, 30.47 per cent of the strikers were females, and in the cotton goods industry 47.29 per cent of the strikers were females.

In the cities most affected by labor disputes in 1909 the percentages of all the strikers and employees thrown out of work combined who were females were: Ludlow, 63.40; Fall River, 50.22; Lynn, 30.64; Brockton, 24.94; and Boston, 8.41.

(h) *Single and General Strikes.* — Of the 183 disputes which occurred during the year, 152 were single strikes and 31 were general strikes. In the single strikes there were 152 establishments affected, 9,153 strikers, 7,258 employees thrown out of work, and 186,690 working days lost. In the general strikes there were 325 establishments affected, 3,303 strikers, 1,849 employees thrown out of work, and 41,673 working days lost.

General strikes are usually ordered by labor organizations, as will be seen in the following statement. Of the 152 single strikes,¹ 64, or 42.11 per cent, were ordered by labor organizations, in which there were 4,260 strikers, or 46.54 per cent of all the strikers in single strikes, and 5,497 employees thrown out of work, or 75.74 per cent of all the employees thrown out of work in single strikes. Of the 31 general strikes, 29, or 93.55 per cent, were ordered by labor organizations, in which there were 306 establishments affected, or 94.15 per cent of all the establishments involved in general strikes; 3,098, or 93.79 per cent of the strikers in general strikes; and 1,849, or 100.00 per cent of all the employees thrown out of work in general strikes.

¹ Lockouts are not included in these figures. See page 119, *ante*.

2. CAUSES OF STRIKES.¹

(a) *Introductory.* — Statistics as to the causes of strikes and lockouts are apt to be somewhat misleading. In many cases a strike is nominally due to several different causes, yet some of these may involve much more truly the point at issue than the others. Another difficulty in discussing causes is that there are many technical points of dispute in special trades which give rise to a large number of minor causes of strikes. To a person unfamiliar with the industry the precise significance of strikes of this sort may be lost.

In order to judge more accurately the relative importance of different causes of strikes, all causes have been classified into a small number of groups.² Many strikes are for two or more causes. If each of these be taken separately in the tabulation, a fair comparison as to the relative stress laid upon demands of different kinds will be reached, and the number of groups of causes diminished. In the reports of this Bureau previous to that for 1908 the causes were classified under the principal or underlying cause, but in this report as in that for 1908 the separation of causes has been made. Strikes resulting from two or more causes have been counted under each of those causes combined with various causes. For example, strikes for increase in wages and reduction in hours have been included in the cause "for increase in wages combined with other causes" and also in the cause "for reduction in hours combined with other causes," as such strikes were due in part to both of these causes.

On the basis of this grouping the total number of strikes involving each of these various classes of demands has been ascertained.³ By dividing the number for each cause by this total, the percentage which this class of causes bears to all causes has been reached. For the sake of brevity we have sometimes referred in the text to the proportion of strikes due to a group of causes, but the fuller and more accurate expression would indicate that the figures represent the proportion which causes of a certain class bear to all causes, a proportion which gives correctly the relative importance of the respective classes of causes.

Employees may generally be said to strike for one of two reasons, — for what they believe to be better conditions of employment or

¹ For statistical tables relating to causes see pages 208 to 212, *post*.

² The classification of causes by this Bureau is explained on pages 249 to 253, *post*.

³ The total number of strikes involving each of the various classes of demands was 207; establishments, 581; strikers, 13,775.

against a change from present to what they believe to be worse conditions. Similarly we may say that employers lock out their employees for two reasons, — to resist threatened demands from the employees for a change in conditions of employment or to compel their employees to accept a change in conditions. In combining the statistics of strikes and lockouts, from the point of view of the employees, we may group the first causes of both strikes and lockouts as stated above and call them “attack” strikes, and similarly we may group the latter causes and call them “defense” strikes.

(b) *Statistics of Causes for All Industries.*¹ — As might be expected, the demand for an increase in wages caused a larger number of strikes than any other single cause. This demand alone appeared in 76, or 36.72 per cent of all the strikes, and in 191, or 32.88 per cent of the establishments affected by strikes; while alone and in combination with other causes it produced 93, or 44.93 per cent of all the strikes in 273, or 47.00 per cent, of all the establishments.

This was also the most important cause so far as the number of strikers was concerned. The percentage of strikers in strikes due wholly to this cause was 41.97 per cent, while for this object alone, and in combination with other causes, the percentage of strikers was 49.98.

There were nine strikes for reduction in hours of labor alone and in combination with other causes in 91, or 15.67 per cent of all of the establishments. The desire for union shop conditions alone, and in combination with other requests, produced 23 strikes in 48, or 8.26 per cent of all the establishments affected. There were six sympathetic strikes which affected 32, or 5.50 per cent of all the establishments involved in disputes. The percentage of strikers in sympathetic strikes both alone and combined with other causes was 1.60. The percentage of strikers in strikes for reduction in hours of labor alone was 4.55, while the percentage for reduction in hours of labor alone and combined with other causes was 7.21. The percentage of strikers in strikes due wholly to the demand for the union shop was 2.43, and the percentage due to demands for union shop alone and combined with other causes was 4.66.

(c) *Causes of Strikes by Industries.* — The inquiry as to the relative importance of the various causes of strikes in the different industries presents many interesting results.

¹ For a consideration of attack and defense strikes, see pages 118 and 119, *ante*.

Attack strikes were most numerous in the building trades, 2,855 strikers in 245 establishments leaving work in order to secure a change in existing conditions. In the boot and shoe industry, 1,889 employees in 58 establishments sought new conditions.

Three establishments and 2,390 strikers in the flax, hemp, and jute goods industry were involved in defense strikes; and 297 employees in 10 boot and shoe factories left work rather than submit to changes in the accustomed conditions of employment.

In the building trades, 1,244 employees in 113 establishments struck for increase in wages alone, and for increase in wages alone and combined with other causes 1,863 employees struck in 164 establishments. There were 869 employees in 80 establishments who struck for a reduction in hours of labor alone and combined with other causes.

In the boot and shoe industry, 69.71 per cent of the strikers in 56.38 per cent of the establishments were involved in strikes for increase in wages alone and combined with other causes and 12.78 per cent of the strikers in 27.66 per cent of the establishments for recognition of union and other union rules alone and combined with other causes.

(d) *Causes of Strikes Ordered by Labor Organizations.* — Among the strikes ordered by labor organizations, 5,433 employees, or 63.26 per cent, struck for an increase in wages alone and combined with other causes; 956 for reduction in hours of labor alone and combined with other causes; 501 for union shop conditions alone and combined with other causes; and 414 for recognition of union combined with other causes. In the strikes which were not ordered by labor organizations, 1,451 employees, or 28.59 per cent, struck for increase in wages alone and combined with other causes and 2,343 against reduction in wages.

3. DURATION OF STRIKES AND TIME LOST.¹

(a) *Statistics of Duration and the Closing of Establishments.* — The majority of strikes which occurred during 1909 were of short duration. Of the 477 establishments involved in strikes, those in 339, or 71.07 per cent (in which there were 59.91 per cent of the total number of strikers and 76.00 per cent of the employees thrown out of work), did not last more than one week. The number of es-

¹ Statistical tables relating to duration will be found on pages 213 to 216, and 221, *post*.

establishments affected by strikes which did not last more than two weeks was 406, or 85.12 per cent, and involved 70.88 per cent of the strikers and 83.68 per cent of the employees thrown out of work. There were 10 establishments, or 2.10 per cent of the total number, in which the strikes lasted more than six weeks, which involved but 18.93 per cent of the strikers. The longest strike lasted 92 days and involved 2,280 strikers and one establishment.

The duration of all the strikes which began during the year aggregated 3,312½ working days. Strikes do not always result in the shutting down of an establishment, and of the 477 establishments in which strikes occurred only 145, or 30.40 per cent, were closed during part of the dispute. The aggregate number of working days during which these establishments were shut down was 917, and the average number of working days closed per establishment was 6.3. In the industry in which the largest number of establishments were closed by strikes, viz., the building trades, the average number of working days closed in each establishment was six.

It is obvious that, generally speaking, the length of time during which establishments are closed as the result of strikes will be somewhat less than the length of time elapsing before all the strikers will return to work, or, in case they do not return, until their places are filled by others. The average duration for each establishment in which strikes occurred before the places of strikers were filled or the strikers were re-employed was seven working days. The average duration of strikes varied in the different industries, ranging from one day in the retail trade, and water, light, and power industry and among employees of State authorities to 49 days among employees in the hosiery and knit goods industry. In those industries in which the largest number of establishments were affected by strikes, namely, the building trades and the boot and shoe industry, the average duration of disputes in each establishment was 6.2 and 6.3 working days respectively.

(b) *Working Time Lost by Strikes.* — We may ascertain somewhat roughly the total labor time lost as a result of strikes by a combination of the figures showing the duration of the dispute in each establishment and those showing the number of strikers and persons who were thrown out of employment by them. During the year 1909 the total number of working days lost was 228,363, equivalent (on the hypothesis that the average working year is 300 days) to the

labor of 761 persons for one year. The significance of these figures can not be properly judged except by a comparison with the total number of persons employed in industries subject to strikes and lockouts during the period in question, and the total number of days which they might have worked. It will, of course, be remembered that cessation of employment because of strikes and lockouts may often merely offset time which would be lost in any case because of the irregularity of work.

(c) *Duration According to Size of Strikes.* — Of all establishments affected by strikes in which there were less than 26 strikers, 72.29 per cent lasted one week or less, while of establishments in which there were over 100 strikers, 70 per cent lasted one week or less. Of establishments in which there were less than 26 strikers, only 7.81 per cent lasted more than 24 days, while in establishments in which there were more than 100 strikers, 10 per cent lasted more than 24 days.

(d) *The Effect of Labor Organizations.* — Strikes ordered by labor organizations were of much longer duration than those not so ordered. The total days duration of all the strikes was 3,258½ working days. The average duration of the strikes ordered by labor organizations was 28.8 working days, while the average duration of strikes not ordered by labor organizations was 6.6 working days. Of the 334 establishments involved in strikes lasting one week or less, 76.95 per cent were involved in strikes ordered by labor organizations, as compared with 79.40 per cent so ordered for all strikes. Of the 416 establishments affected by strikes lasting three weeks or less, 78.37 per cent were in ordered strikes. Of all the strikes ordered by labor organizations, 69.46 per cent of the establishments and 72.63 per cent of the strikers were in disputes lasting one week or less, while in the strikes not so ordered, 80.21 per cent of the establishments and 42.34 per cent of the strikers were involved in strikes lasting one week or less. There were 13, or 3.51 per cent of the establishments, involving 163, or 2.22 per cent of the strikers in strikes ordered by labor organizations which lasted more than 30 days, while in two strikes not so ordered lasting more than 30 days, there were 2,300 strikers involved. This exceptionally large number of strikers concerned in strikes not ordered by labor organizations was due to the large unorganized strike at Ludlow.

(e) *Prevalence of Strikes According to Seasons of the Year.* — In

1909 the large proportion of strikes which were begun in the Summer was especially conspicuous. This condition was somewhat unusual for since 1903 the largest proportion of the strikes of each year began in the Spring. During the year, 33.88 per cent of all the strikes, affecting 44.44 per cent of the establishments and 29.80 per cent of all the strikers, began during the summer months (June, July, and August); 25.68 per cent of all the strikes, involving 38.16 per cent of all the establishments and 20.70 per cent of all the striking workmen, began during the spring months; 20.22 per cent of the strikes, involving 9.64 per cent of the establishments and 40.74 per cent of the total number of strikers began in the autumn months; and 20.22 per cent of the strikes, involving 7.76 per cent of the establishments and 8.76 per cent of the strikers, began in the winter months. The largest number of establishments affected by strikes in any one month was found in June, when 132, or 27.67 per cent of all the establishments, were involved in strikes which began in that month.

(f) *Strikes of Less than One Day's Duration.* — The principal facts that could be obtained relating to the 30 brief labor controversies which lasted less than one day, in which there was an actual, well-defined cessation of work for the purpose of enforcing a demand, are here presented.¹ The cessation of work ranged from one-half an hour to one-half a day; a total number of 747 strikers were involved in these strikes, of which number 701 were males and 46 were females; 30 different establishments were affected, in which 17 workmen were thrown out of work as a result of the strike action of others; four of the strikes in question were ordered by labor organizations.

Seven of these brief strikes were successful, two partly successful, while 21 of them resulted in failures (in 15 of the strikes which failed the places of the strikers were filled by other workmen; in five the strikers were reinstated; while in one case conditions of work at hand did not necessitate the filling of places made vacant by the strikers). Eleven strikes were settled by direct negotiation; three by return to work without negotiations; 15 by filling the places of strikers with other workmen; and one strike was left unsettled as no concessions were granted to the strikers and it was not found necessary to replace them by other workmen.

Of the 30 strikes of less than one day's duration, 12, involving 167

¹ These 30 disputes are not included in the statistics of strikes which occurred during 1909.

strikers, were inaugurated for an increase of wages. Two of these strikes were successful, and 25 strikers were granted a wage increase; one strike was partly successful, 10 strikers gaining their demand in part; and nine strikes, in which 132 employees left work, failed and the places of the strikers were filled in the majority of cases. One dispute concerning demands for increase in wages and a reduction in hours of labor failed, and the places of the 14 strikers were immediately filled. Two strikes were organized to enforce a reduction in hours of labor. Of these, one strike was successful, benefiting 75 employees; while the other, involving 15 strikers, failed.

Three strikes were declared to secure the reinstatement of discharged employees, — one, involving 70 strikers, was successful; the other two, affecting 20 workmen, failed. Four disputes, which resulted in the strike of 250 workpeople, arose over the discharge of certain officials; no concessions were granted the strikers by their employers, and 238 of them employed in two establishments returned to work while the places of the other 12 strikers were filled. One strike, resulting from the refusal of 17 non-union men to work with a union man, was successful.

A strike instituted by 15 men for a change in working conditions failed, and work was continued in the establishment affected by other workmen.

Trade union rules, including the closed shop principle, trade jurisdiction, and the use of a union stamp, caused five of the brief strikes, — two, directly involving 10 strikers and forcing 10 other workmen out of employment, were successful in establishing the closed shop; while three strikes, in which 59 employees left work, failed and the places of 47 of these strikers were filled; the others returned to their former places of employment.

One strike, organized to effect the discharge of non-union workmen and also of a certain foreman, directly involved 35 men and indirectly seven other employees; part of the demands of the strikers were conceded, and the men were reinstated within a few hours after leaving work.

In these 30 disputes, in the 30 different establishments, 197 strikers succeeded in gaining full compliance with their demands, 45 partly succeeded, and 505 failed in getting the results for which they struck.

4. RESULTS OF STRIKES.¹

(a) *Introductory.*—A strike in an establishment is tabulated as successful when the employees succeed in enforcing full compliance with all of their demands; partly successful when they succeed in enforcing compliance with a part of their demands or partial compliance with some or all of their demands; and as having failed when they did not succeed in enforcing even partial compliance with any of their demands.

The proportion of strikes which succeeded was 39.41 per cent and the proportion which failed 46.96 per cent, as determined by the statistics of establishments. It must be remembered, however, that a strike which partly succeeds in attaining its object is, generally speaking, considered to be a victory for the employees. Strikers often demand more than they really expect to obtain, and a partial success may mean a material improvement in the condition of the workers. In some cases, to be sure, the gain in a compromised strike may be so slight as in no sense to offset the loss of wages and other losses attending it.

If the percentage of strikes which partly succeeded be added to that of strikes which succeeded altogether, it can be said that in 53.04 per cent of all establishments affected the strikes resulted advantageously for the strikers. The relative proportion of success and failure in strikes appears nearly the same if we consider, instead of the number of establishments in which strikes succeeded or failed, the proportion of employees who gained or lost their object in the disputes of the year. The percentage of establishments in which strikes succeeded or partly succeeded was 53.04, and the percentage of the strikers who were successful and partly successful was 54.87.

From a consideration of those strikes which lasted less than one day, it would seem that their short duration was generally due either to a concession by the employer or to the fact that the places of the strikers were easily and immediately filled.

It is often urged that although a majority of strikers may fail to gain their cause immediately, yet the policy of striking may still be

¹ Statistical tables relating to results of disputes will be found on pages 217 to 223, *post*.

The bases of statistics of results are the number of establishments or the number of strikers and not the number of strikes. For the sake of brevity we have sometimes referred in the text to the number of strikes which were successful or unsuccessful, when the fuller and more accurate expression would have been the number of establishments in which strikes were successful or unsuccessful.

advantageous. It may not be inappropriate here to call attention to the fact that representatives of organized labor very generally contend that the advantages and disadvantages of strikes can not be measured by the mere number of cases in which the strikers succeed immediately or fail immediately in gaining their demands, or by the amount of wages lost during the strike. In the first place it is claimed that although the proportion of unsuccessful strikes may be high, yet the policy of striking may advance the interests of the working classes. Frequently employers, it is said, learn from prolonged strikes the strength of organization among their employees, even though for the time being the demands may be successfully resisted. Rather than encounter again the losses attending upon a strike, the employer may be willing to grant some future demand of the workingmen; in fact, he may voluntarily advance wages or improve conditions as soon as he is able to do so. It is pointed out that an unsuccessful attack strike usually signifies nothing except that the workingmen remain in the same position in which they were before; that is, they are not ordinarily penalized for striking by being reduced to worse conditions than formerly, while the successful and the partly successful strike means that they are in an absolutely better position.

Regarding this latter contention it is interesting to note that of the 224 establishments in which strikes failed the places of the majority of the strikers were filled in 171 establishments and approximately 2,074 employees lost their positions.¹ It is manifestly impossible to determine how long it took those strikers, whose positions were filled by others, to obtain work elsewhere under conditions as favorable as those which they enjoyed before striking.

(b) *The Effect of Labor Organizations.* — The tables prepared on this question show very clearly the effect of labor organizations in strengthening workingmen in their demands for improved conditions. In establishments in which strikes were ordered by labor organizations the workingmen were successful in 46.49 per cent of the strikes, while in establishments in which the strikes were not ordered by labor organizations the percentage of success was only 13.54. A slightly smaller proportion of the strikes ordered by labor organizations show partial success than is the case with respect to strikes not so ordered,

¹ In Table 28 the number of establishments in which strikers' places were filled is 165 instead of 171. This is accounted for by the fact that in said table, where there was more than one method of settlement, preference was given to the majority, both as to establishments and strikers.

the percentages being 13.78 and 14.58 respectively. Of the strikes ordered by labor organizations only 39.73 failed entirely as compared with 71.88 per cent in the case of strikes not ordered by labor organizations.

(c) *Results as Dependent upon Causes.* — An important question arises as to the relative success of strikes for different causes. Where a strike is intended to accomplish two or more objects it is often impossible to know which was the most important or upon which object the general success or failure of the strike depended. In case of partly successful strikes especially, it may be that the objects gained were much less important than those which the strikers failed to gain, while on the other hand precisely the reverse may be the case.

The number of causes of strikes in different establishments amounted to 581. The employees gained their points in 242 of the objects sought, or 41.65 per cent; they were partly successful as regards 83 of their objects, or 14.29 per cent; while they failed to attain 256 objects, or 44.06 per cent of the entire number.

The largest number of strikes was for increased wages. The proportion of successful strikes for this cause (31.41 per cent) was considerably smaller than for all causes combined (41.65 per cent). The proportion of partly successful strikes (18.85 per cent) for this cause was somewhat larger than for all causes (14.29 per cent). The proportion of failures (49.74 per cent) was also larger than for all causes (44.06 per cent). Strikes against reduction in wages show a much smaller percentage of success than for all causes, 16.67 per cent being successful; 16.67 per cent were partly successful, this being a somewhat larger percentage than that for all causes; and 66.66 per cent were unsuccessful, a much larger proportion than the total. Strikes for a reduction in hours show 49.27 per cent successful and 43.48 per cent unsuccessful. The percentage of successful strikes for the union or closed shop was 34.62 as against 65.38 per cent unsuccessful, while strikes for the union shop combined with other causes failed in 81.82 per cent of the establishments.

A more satisfactory method of comparing the results of strikes is by taking the number of persons engaged in successful and partly successful strikes, rather than the establishments involved, as a basis. In strikes for increased wages, 28.59 per cent of the employees concerned were successful and 49.25 per cent partly successful, these proportions differing somewhat from those for all classes of strikes

combined. Strikes against a reduction in wages were astonishingly unsuccessful, only 1.79 per cent of the employees engaged in such strikes attaining their objects in any degree. Strikes for a reduction in hours were quite successful, 58.21 per cent of the strikers gaining this demand. Strikes for the union shop were not very successful, the percentage showing 42.69 per cent of the employees attaining that object. Among the workingmen who struck for the union shop and other demands, 12.70 per cent were successful or partly successful, while 87.30 per cent failed.

(d) *Results According to Duration.* — Of all the strikes which took place during 1909, those which occurred in 39.41 per cent of the establishments resulted in entire success. Short strikes, lasting one week or less, were somewhat more successful than all strikes combined, 43.36 per cent being wholly successful. Strikes lasting two weeks or less were also more successful than all strikes combined, 43.10 per cent being wholly successful. It must be borne in mind, however, that the results for all strikes are themselves greatly affected by the short strikes, which are more numerous than the long ones. The proportion of partly successful strikes among those lasting one week or less, and even for two weeks or less, was smaller than the proportion for the entire number of strikes. Of the strikes which lasted more than 30 days only 33.33 per cent were wholly successful, while 46.67 per cent resulted in total failure.

The relative figures with regard to the percentage of *strikers* in short and long strikes who were successful or unsuccessful show similar results and confirm the conclusions already stated. Generally speaking, strikes lasting one week or less (or two weeks or less) are slightly different in their results, as measured by this standard, from all strikes combined. On the other hand, strikes lasting more than 30 days show an extremely low proportion of wholly successful strikers, 0.41 per cent (as compared with 28.75 per cent for all strikes), while the proportion of those who failed altogether (96.55 per cent) is considerably greater than the proportion of strikers who were unsuccessful in all strikes combined (45.13 per cent).

(e) *Results of Single and General Strikes.* — The proportion of strikes in single establishments which resulted in entire success was 29.61 per cent; in partial success, 15.78 per cent; and in entire failure, 54.61 per cent; while of strikes involving several establishments 44.00 per cent were wholly successful, 12.62 per cent were partially

successful, and only 43.38 per cent entirely unsuccessful. This would appear to indicate that strikes covering several establishments are likely to be more vigorously carried on and to result more successfully to the employees than those involving only single establishments.

5. METHODS OF SETTLEMENT.¹

The most common method of settling strikes was by direct negotiations between the employer and the employee or their representatives. In 253, or 53.04 per cent of all the establishments, the strikes were settled by direct negotiations between the employers and employees. The number of strikers in strikes settled in this manner was 6,675, or 53.59 per cent of the total number of strikers. There were six establishments, or 1.26 per cent of all the establishments affected by strikes, in which the disputes were settled by conciliation or arbitration, and 2,462 strikers, or 19.77 per cent of all the strikers, were in disputes which were settled in this manner. There were 165 establishments in which the strikes were settled by filling the places of the strikers. There were 53 establishments in which the strikes were settled by other methods.

Of the 253 establishments in which the strikes were settled by direct negotiations, 121 were in the building trades and 45 in the boot and shoe industry. Of the 165 establishments in which strikes were settled by filling the places of the strikers, 106 were in the building trades.

¹ Statistical tables relative to the methods of settlement will be found on pages 224 and 225, *post*.

IV.

REVIEW OF THE PRINCIPAL STRIKES OF THE YEAR.

1. THE LUDLOW STRIKE.

Introductory.

When 2,000 people are out of work and are thrown more or less upon the public, it becomes the public's business to know the conditions surrounding their previous employment, and as a matter of wages was the chief point at issue in the controversy at the mills of the Ludlow Manufacturing Associates at Ludlow, we have presented in the following pages a somewhat extended account of the various conditions, social and economic, bearing directly and indirectly upon the wage question. A description of the social conditions existing at Ludlow has been included in our report because the strike involved the whole village life, and owing to the conditions prevailing in the jute industry and their alleged connection with the cause of the reduction in the wages of the jute-bagging weavers, we believed the reader would be assisted in his study of the strike by a description of the origin, growth, and present conditions prevailing in the industry in the United States and abroad.

Both the tariff and immigration problems were involved by the Ludlow strike. The company vigorously contended that a higher duty on certain manufactured imports was absolutely imperative in order to continue manufacturing certain kinds of goods which are being imported from India in great and in rapidly increasing quantities, and officials of the Immigration Service of the Department of Commerce and Labor made investigations to learn whether or not the company had violated the immigration laws by way of tolling workers here.

The strike was interesting also from the fact that it was in effect a movement of unorganized labor, held together mainly by the feeling of nationality, although the Springfield Central Labor Union exercised considerable influence in the conduct of affairs.

The interest taken by the community in the evictions and its desire that the strike be submitted to arbitration led to the second attempt at mediation by the State Board of Conciliation and Arbitration which resulted in the final settlement of the controversy.

One obvious lesson from the strike is that the principle of conciliation and arbitration should be applied if possible early and earnestly, before the cessation of work has increased the bitterness and made settlement more difficult, for there is always something to arbitrate in a dispute of this character, always some ground upon which an agreement can be reached if both sides are fair and willing to do the right thing. In the great anthracite coal strike of 1902 the coal operators said that they had "nothing to arbitrate," but through the efforts of President Roosevelt they were induced to submit the dispute to arbitration, when it was found that the whole controversy might have been settled long before had it not been for arrogance on one side and unreasonableness on the other.

In this Ludlow strike would not both the company and the employees have found it vastly more profitable had they availed themselves of the good offices of the State Board, or a local board of conciliation and arbitration, and abided by the result, instead of suffering the losses which the dispute caused to both sides? Must it always be necessary to pass through such chastening experiences in order to discover the fact that after all there may be a middle ground in a labor controversy? Is it impossible to discover this middle ground before the trouble begins?

The following pages relating to the strike are devoted to:

	Pages
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C. The Cost of the Strike,	157, 158
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(1) The Raw Material,	169, 170
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A. Cause of the Strike.

The strike at the mills of the Ludlow Manufacturing Associates had its inception in what at the time appeared to be a somewhat insignificant action on the part of 35 creel boys, in the weave room

of the bagging department, who failed to return to work after their noon hour on September 1. These boys made no complaint nor any formal demand upon the managers, but it should be borne in mind that the boys were generally illiterate and unable to use the English language intelligently, and were possibly ignorant of the routine to be observed in obtaining a hearing before the company officials. The company claimed that the boys remained out under direction of the weavers who believed that the small advance from \$5 to \$5.50 a week, which was what the boys really wanted, would be granted and that the weavers could then press their claims for higher wages. The boys in turn denied being influenced in any way by the weavers. The company also claimed that the number of Poles had increased very rapidly during the past few years and among them were a number of young men who believed that the company was absolutely dependent upon the Poles and that it could be forced to pay much higher wages by a strike of the Poles, and as these young men were ambitious and anxious to be recognized as leaders they were quick to seize upon an opportunity for furthering their plans.

In 1906 the creel boys who set up the bobbins for the weavers in the bagging mill were receiving a weekly wage of \$5.50 and the weavers were paid 25 cents for weaving 100 yards of bagging. In 1907 the rate for weaving was increased to 28 cents and later to 29 cents. The company then installed a new system of machinery and a new batching process by which the stock was greatly improved and readjusted the wages (the rate being reduced to 25 cents a cut) so that the weavers were enabled to earn as much as under the old system. In April, 1908, about five months after the industrial depression of 1907 began there was a general reduction in wages and at this time the wages of the creel boys were reduced to \$5 a week and the price for weaving was reduced to 24 cents a cut. The last reduction was accepted at that time as an unavoidable result of the "hard times." As industrial conditions began to improve the workers looked for a restoration of the old wage scale, and as this was not forthcoming the weavers, on August 25, asked for an increase in wages. This request was refused by the company on the ground that the conditions which prevailed in the jute-bagging industry in this country did not warrant an advance. Furthermore, for these same reasons, the managers had been considering a further reduction in

the pay for weaving. On September 1 the creel boys failed to return to their work at noon. The weavers were unable to work without the creel boys so the company offered the weavers the boys' pay in addition to their own if they would tend their own creels. Since one creel boy was able to serve three weavers, had the company's proposition been accepted each weaver would have received one-third the boy's pay (\$1.67 a week) in addition to his own. The weavers being paid on a piece-scale refused this offer and struck, claiming that as the work of tending their own creels would require about one-third of their time, their gain would average hardly more than one-half of the one-third of their own eight to eleven dollars weekly earnings. Twelve spoolers (boys) also left work at the same time as the weavers. This cessation of work by the weavers necessitated shutting down the whole bagging department employing 537 people (398 males and 139 females).

On September 10 the managers announced a reduction in the price of weaving from 24 to 20 cents a cut, claiming that the cut had been considered for some time prior to the strike, and that even under this reduction the company would still be paying 17 per cent more than its American competitors. The managers also stated that it was their policy to pay wages as high as those paid by other employers for the same class of work, and, in addition, to make living conditions cheaper and better than elsewhere. This announcement of a reduction in wages when the weavers expected an increase was received most unfavorably and formed the crux of the strikers' grievance.

B. The Strike and its Results.

During September and October matters changed but little. Several conferences were held between a committee of the striking weavers and officials of the company without result. Meetings were held at which the strikers discussed the controversy and were addressed by speakers from other localities. During the week of September 27 a union of Polish weavers was organized. All of the meetings of the strikers were crowded and many were compelled to take positions outside of the doors of the hall. As a race the Poles showed themselves in these gatherings to be undemonstrative, listening attentively to as many as cared to address them, and always signifying approval by short applause at the end. The company claimed that at the beginning of the strike outsiders fomented trouble and greatly pro-

longed a possible settlement of the dispute by misrepresentation and intimidation, and that the Poles, unable to understand English, had been deceived by a Polish speaker engaged to address the strikers. These aforementioned outsiders were not in any way connected with the Springfield Central Labor Union, which organization lent valuable assistance in the orderly conduct of the strike and its final settlement. So far as could be ascertained this Polish speaker was hired by the first textile union organized at Ludlow because of his ability to hold the attention of the Poles and to furnish entertainment at their meetings. He was later discharged and ordered to leave town by a member of the strike committee of the Springfield Central Labor Union.

It was not until Monday, October 25, that the company made any effort to secure new help, claiming that it preferred, if possible, to have its old employees return to work. On October 25, however, 11 Greeks (eight males and three females) were employed. The strikers believed that the Greeks were brought in as strike breakers; the managers emphatically denied this, stating that "after the bagging department had been shut down four weeks a few Greeks from Chicopee applied for work, and when it became evident that the old weavers did not intend to return the Greeks were allowed to go to work after the situation had been thoroughly explained to them." A mass meeting of all the workers was called, the situation discussed, and all agreed to strike. A committee was appointed to represent the strikers in negotiations with the company. This strike of about 2,200 employees so disorganized the work that all the textile departments¹ were shut down until the following Monday, November 1, when about 300 returned, which number gradually increased day by day. Not a single Pole, however, returned.

Fearing violence the company employed detectives and special guards and installed a powerful searchlight to play up and down the river and into all parts of the village. The absence of any considerable violence in Ludlow and vicinity was held by the company to have been due to the presence of a large police force; the representatives of the employees, on the other hand, claimed that the Poles were not at all disposed to violence and that even had they been so disposed the influence of responsible labor union officials who later

¹ The shop and yard hands, numbering 253 men, were not affected and continued to work during the strike.

formed a committee to act with the strikers prevented any lawless action.

The committee of the strikers informed the managers that all the strikers would return to work if the weavers were given their former 24-cent rate and if the wages of the creel boys were increased to \$5.50 a week. This proposal was refused by the managers, who held to their plan to take back the weavers at 20 cents a cut and the creel boys at \$5 a week. The strikers then requested that the weavers be taken back at 20 cents a cut, but that the wages of all workers earning less than \$9 a week be increased five per cent. The managers refused this request, replying that they were paying wages as high as those paid by competing mills in the United States and as high as were paid to a similar class of workers anywhere in the country. The truth of this statement was not disputed by the strikers.¹

On the first day that the company opened the mills to those who wished to return (November 1) about 300 employees went back to work when the gates were opened. Those who returned were for the most part French, Scotch, and Irish girls employed in the spinning department. No weavers or creel boys returned. As the Poles had been largely employed in the preparatory departments their absence resulted in a scarcity of material with which to work. Some of the employees who wished to work, however, were given the opportunity to fill in those departments where there was a shortage, and by thus shifting the company kept the 300 busy and arranged conditions so that the manufacturing processes might be continued.

The managers on November 5 posted the following notice:

The Ludlow Manufacturing Associates take this method of advising their employees as follows:

1. No change is contemplated in the wage scale.
2. It prefers to retain the services of its present employees and awaits their return on Monday, November 8; after that date no preference will be given employees on account of previous service.
3. As the houses have been built for the workers in the mills, those not resuming work must move out promptly to make room for others desiring work.

This notice was interpreted by the strikers as a move to make them return through fear of eviction, and they decided not to go back

¹ See comparison of earnings of weavers in Ludlow and in Brooklyn, N. Y., on pages 166 to 168, *post*.

to work in the mills. The Associates leased their tenement holdings to M. T. Cilley, their real estate agent, who, about two weeks later, served formal legal notices to vacate on 12 families, giving them five days in which to remove their household effects. These notices were not complied with, and on November 22, 12 families with their boarders (about 75) were evicted. On November 27, 18 other families were notified to move; nearly all refused, and nine more families were evicted on December 2.¹ In one of these families several beds and mattresses were taken from the cellar, and it was discovered that the family had about 30 boarders.

The Associates appeared to have kept within their legal rights, as their representatives had served the proper papers and gave more than twice the length of time required by law as notice in writs of eviction. The entrances to the houses and the conduct within seemed to have been all that the law required. The company claimed that to work the mills they must have the houses for workmen who would operate the looms. If those already domiciled were not willing to do the work the structures must be made ready for those who were willing. The great body of workers, on the other hand, — for only about a quarter of the full complement of 2,800 employees had been working, — were as emphatically convinced that the moral right still remained with them.

Not many of the strikers congregated on the streets near the scenes of eviction. From eight o'clock until ten, during which time the first of the evictions were made, the strikers held an immense mass meeting in Foresters' Hall, where the Polish speakers exhorted the men and women to remain firm and keep the peace in every particular. The leaders planned this session to keep the strikers away from the scenes of eviction and their efforts were entirely successful.

Citizens of the town offered to store the goods in their homes, and in one or two instances this was done, but the leaders of the strike ordered the goods brought back and placed in the street.² The company also offered to store the household goods in the mill warehouses free of charge, but this was not accepted until the village authori-

¹ Eighteen families had been notified on November 27 to move, but eight moved of their own accord, and in one case where the husband had been away from home for some time the company allowed the woman and her three children to remain.

² The household effects of the evicted persons included furniture, clothing, and bedding, and all were piled together in the street in front of the houses from which they had been removed. The owners found shelter for themselves and their families, but there was no shelter for the goods, and the rain of November 28 caused damage to the clothing, bedding, and furniture.

ties insisted upon clearing the streets, when the goods were tagged and moved to the mill warehouses. The strikers felt that if their goods were placed in the company's warehouses the company would have an added hold over them in the controversy and mistrusted the officials of the Associates for that reason. A number of the evicted families were taken in by friends who had not been evicted.¹

The selectmen of Ludlow and Wilbraham notified the owners of the furniture which was piled on the streets that the goods must be removed from the highways before 8.30 A.M., December 4. As none of the strikers obeyed this order, employees of the Ludlow Manufacturing Associates removed the furniture and household goods to places of storage in barns, warehouses, and other available places at the expense of the towns of Ludlow and Wilbraham.

During the latter part of November the strikers decided to gather certain evidence to be placed in the hands of the United States Immigration Service. The leaders asserted that there had been a number of instances where Poles had come to Ludlow in response to circulars printed in the Polish language and showing the advantages of residence in Ludlow and the prices paid for labor. In several instances it was alleged that the passage here was deducted from their weekly pay envelopes until the full amount of the passage money was paid.

Mr. Stevens, the mill agent, in replying to this charge stated that during the exceptionally prosperous times before the panic labor was very hard to secure, and that in common with many other manufacturing companies the Associates issued circulars showing the advantages of working for them and also gave to their Polish employees booklets descriptive of the work of the company, mainly because the employees themselves appeared interested in showing their friends at home the advantages of coming to Ludlow.

Towards the end of November the Company reported an increase

¹ Concerning these evictions the mill agent stated: "Our houses are built for people working in the mills. They are rented only to people in our employ, who, when they leave our employ, are expected to give up the houses. The Poles were advised by agitators that they could occupy our houses as long as they pleased and could not be compelled to move out. Those who were put out of our houses are people who have refused to work for us. We have let them have the tenements at absurdly low rents, and we consider that if these people will not work for us they have no right to live in our houses. It isn't because they haven't paid their rents, for most of them have; it is simply because we want the houses to rent to people that we are now employing in place of those who have struck and are occupying the tenements. We picked eleven of the families, most of whom were the disturbers among the strikers, and if the remainder move out immediately they will not be molested, but if they still refuse to work for us they will have to go, too."

in the number of people at work; that most of those who had been out, of other nationalities than Polish, returned; and that many new hands, Greeks and Italians, had been obtained from near-by localities. While the managers claimed that the Greeks employed on October 25 were not imported as strike breakers, after December 1 they brought 200 Greek and Italian strike breakers from New York City and other places to operate the bagging department. All were unskilled and were employed at \$6 a week until they were able to show ability to learn the work required of them. On December 8 the bagging department, which had been shut down since the first of September, was again put in operation.

In response to an appeal for aid for the strikers sent out November 22, by the Springfield Central Labor Union, a number of subscriptions were received. Considerable money was raised in the near-by towns and in the cities of Springfield, Chicopee, and Holyoke. The Salvation Army plan of collecting money by girls standing on the streets was adopted. Many gifts were made direct to the strikers. Clothing, food, and other supplies were sent to Ludlow in large quantities.

After the evictions the public began to take considerable interest in the dispute, and after a visit to Ludlow Lieutenant-Governor Frothingham called upon the State Board of Conciliation and Arbitration to offer its services a second time.¹ Considerable difficulty arose in attempting to bring the parties together on account of the language problems, but as soon as expert interpreters were secured the Board succeeded in overcoming any suspicions on the part of the strikers. The Board then secured assurances on the part of the Ludlow Manufacturing Associates and began to consider the situation with a joint committee of the strikers and the Springfield Central Labor Union.

On December 7 the State Board made a definite move in suggesting as a method of terminating the strike that the operatives go back to work at the wages offered by the company and that the matter then be placed in the hands of a local arbitration board composed of representatives of both sides and disinterested persons in addition. The Board believed that the Polish strikers would be much more

¹ The State Board of Conciliation and Arbitration, in their Twenty-fourth Annual Report (page 82), stated that they visited Ludlow on October 29 and held several conferences with the parties without being able to effect a settlement of the trouble.

likely to agree to a decision of a board upon which members of their own nationality were serving than one that was made up entirely of strangers.

The strikers, in mass meeting, considered for over two hours the proposal of the State Board, but took no formal vote on the plan. Their leaders explained the different points in the suggestion and the men and women talked them over among themselves, but reached no decision and adjourned to meet the next afternoon. The point over which the principal opposition developed was that which required them to go back to work at the wages the company was ready to pay, instead of those which were in force before the initial trouble began.

On December 8 the strikers, at a mass meeting, voted to accept the tentative plan laid down by the State Board as a basis for the settlement of the strike. While the strikers were considering the acceptance of the plan the company was having notices of eviction served on 15 more families. These evictions, if carried out, were to take place December 13. The company also made arrangements for the importation of more strike breakers, and it was announced that 81 men and 150 women would be brought in the next day.

The State Board on December 9, after a conference with the committee of strikers, announced that the operatives of the Ludlow Manufacturing Associates had agreed to accept the plan for the termination of the difficulty that the State Board had brought forward. Members of the State Board also had a conference with Agent Sidney Stevens, and although he did not accept the plan he did not reject it, and members of the Board believed that there was good prospect of their ultimate success in bringing about a peaceful ending to the long conflict.

The striking Polish operatives, at a large meeting held December 15, voted unanimously to declare the strike off and to return to work pending arbitration of the wage dispute. The representatives of the strikers and of the company did not meet each other and no actual agreement was made, the assurances given by the Board to both parties being verbal. The understanding between the managers and the State Board was that all those desiring to return to work should be taken back without discrimination; that no one who had been engaged during the strike was to be discharged, but that those returning to work were to be given back their old places so far as possible and were not to be asked to instruct new help of other nationalities or to be compelled to work on the same machines with

them, except in so far as this was unavoidable at the beginning, and that such instances would be remedied later on; and that those who had been evicted would be allowed to return to their houses or others just as good. The joint committee then assured the State Board that all strikers would return; that the bagging weavers would work for 20 cents a cut, the rate to which wages were reduced at the time the Poles went out; but that the 20-cent rate would be considered a payment on account pending the award of an arbitration board or a mutual adjustment, the award to take effect from the day they returned to work.

The company agreed to give the strikers one week in which to return to work, so that those who had left town might have plenty of time to get back. It was also agreed that there would be no discrimination against the strike leaders and that the operatives would be taken back into the company houses from which they had been evicted, or, if any of those had other tenants, the families thus left without shelter would be provided by the company with other houses.

The State Board agreed to take up the wage question the following week if it was not compromised before.

On December 17 approximately 1,300 striking Poles returned to work in a body, but in less than two hours went out again, claiming that the company had not kept its agreement not to require them to work with the "Greeks," a term applied to all who had been engaged during the strike. The State Board at once returned to Ludlow and took up the matter of obtaining a thorough understanding with the strikers, and after great difficulty finally succeeded in regaining the confidence of the Poles and in persuading them to again return to work, explaining in full the actual conditions under which they would do so. The State Board, through its interpreters, explained that no assurances had been given that the employees would not be required to work with the "Greeks," but that it had promised that the strikers would not be obliged to instruct the "Greeks." The exact cause of this misunderstanding may never be known, some claiming that it grew out of the interpreter's misconception of the word "instruct," which was possibly rendered "to work with," while others claimed that it was due to the fact that so many operatives returned to work at the same time that it was impossible to separate the two nationalities.

At a Polish mass meeting assurances were given, and repeated again and again, that there was absolutely no change in the terms of the original agreement; that, as before, they would not be required to teach the "Greeks"; and that the strikers could still go back on the original terms.

When confidence was again restored, and the strikers expressed themselves as ready to return, the company arranged to take them back at the rate of 300 a day — 150 in the morning and 150 in the afternoon — until the whole body of strikers were again at work. The first 300 returned on Monday, December 20, and practically all were again at work on Wednesday, December 22. None were refused employment, and many who had left town returned. The furniture of three of the 20 evicted families was back in the houses from which it was taken and the other families moved back in the next few days.

The Associates discharged all the Greeks and Italians (about 200) who had been brought from New York, but did not discharge any of those who came from neighboring towns.

The company reported at the end of December that they had a larger number of employees in their mills than before the strike and that conditions were steadily improving, there being some little friction in one or two instances, but this, to a certain extent, was to have been anticipated, and none were of a serious nature and they had no expectation of further trouble.¹

The tact displayed by the State Board of Conciliation and Arbitration in bringing the two parties together in this peculiarly difficult controversy was an excellent example of the possibilities of the disinterested and unbiased interference of governmental authorities in difficulties arising between employers and employees.

Mention should also be made of the influence of the Springfield Central Labor Union, which by its obvious sympathy was able to persuade the striking Poles to peaceful action.

¹ On February, 6, 1910, it was announced that a complete understanding on the wage question had been reached between the Ludlow Manufacturing Associates and their employees, the weavers agreeing to accept the company's proposition to pay 22 cents a cut, which was a compromise between the rate of 24 cents a cut paid before the strike and the rate of 20 cents a cut which was put in effect shortly after the strike began.

On March 5, 1910, the Ludlow Manufacturing Associates posted a notice announcing that bagging weavers would be paid at the rate of 22 cents a cut of 100 yards up to 3,500 yards a week and for all cloth in excess of 3,500 yards at the rate of 25 cents a cut of 100 yards. Wages in other departments were increased from five to ten per cent.

C. The Cost of the Strike.

While it is impossible to ascertain the exact cost of any large strike, there are some items of expense which may be determined so that one may obtain a rough approximation to the truth.

The expense to the town of Ludlow due to the strike for services of special officers, together with their board in some instances, car-fare, etc., amounted in all to \$8,881.30. The daily expense during the three weeks when the force of special policemen was the largest, 43 men, amounted to about \$250. Nearly four-fifths of the burden of the town's strike expense will fall upon the Ludlow Manufacturing Associates in increased taxes, since the Associates own town property to that extent. The amount raised by taxation in 1909 was \$56,657.39 and of this the Ludlow Manufacturing Associates paid \$44,210.92, or 78.04 per cent.¹

The Associates reported that loss in wages paid to employees on strike or thrown out of work as a result of the strike, as determined from their pay-rolls, was approximately \$70,400.

The financial committee of the Ludlow strikers, which had supervision of all donations and all expenditures in conducting the strike, made its report of itemized donations of money as follows:

Private subscriptions from Ludlow and elsewhere,	\$498.58
Springfield street collections,	817.04
Holyoke street collections,	649.16
Chicopee Falls street collections,	84.70
Westfield street collections,	41.00
Central Labor Union of Springfield,	2,100.00
Fall River Weavers' Union,	250.00
Adams Weavers' Union,	50.00
Wilbraham Labor Union,	16.45
Springfield Labor Union No. 177,	25.00
Chicopee Weavers' Union,	44.20
Chicopee Falls Union,	27.00
Polish Socialist party of America,	250.08
Athletic and church societies outside of Ludlow,	481.61
Out-of-town Polish priests,	138.20
Collection in Ludlow,	32.43
Polish society in Chicopee,	19.50
Total,	<hr/> \$5,524.95

¹ As a result of this expense the 1909 tax rate of \$13.70 was increased to \$19.40 for 1910.

The total amount paid out during the strike, which included the money distributed among the strikers, the amounts paid for hire of halls in which the strike meetings were held, and the amount paid to the mite-box tenders for defraying their expenses, was \$3,235.23. The balance on hand amounted to \$2,289.72.

The strikers were supplied with provisions during the strike by many out-of-town firms. Bakers in Springfield and Chicopee furnished bread, and milk dealers in Springfield supplied milk during the strike. Many farmers kept the strikers well supplied with vegetables. A quantity of clothing, collected through the Central Labor Union, was given to the children and wives of the strikers.

D. Social Conditions in Ludlow.

As the strike involved the whole village life, it may be of interest to the reader to consider the social conditions as they existed at Ludlow. The situation affords another instance of the fact that where a company attempts extensive welfare work it may yet find itself involved in serious industrial difficulties.

Ludlow, with a population of about 3,900 persons, about 45 per cent of whom are foreign born and 70 per cent of whom are of foreign parentage,¹ is situated on the Chicopee River, about seven miles from Springfield, and is in large part owned by the Ludlow Manufacturing Associates. The village was well laid out by landscape gardeners, and the 500 "model" houses, 200 of which are located in the neighboring villages of Indian Orchard and Wilbraham, which are owned by the Associates, present a unique appearance to the visitor. They have an air of distinctiveness that is not found in the average factory village. The streets are clean and well-kept, the town buildings are all fairly new, the church buildings reflect credit upon the place, and the few houses in the town that are not owned by the company are neat appearing dwellings, with well-kept lawns.

The housing of the operatives has been scientifically studied with the result that practically every family has its own house and grounds, the houses well-planned and equipped with modern improvements, the grounds well cared for, and at a rental entirely within their means.

About one-half of the population is made up of Austrian Poles from Galicia, whose people are but little beyond the stage of serf-

¹ Census of 1905. The population by the Census of 1910 is 4,948.

dom. The remainder of the population is principally French-Canadian, Scotch, and Irish.

The institutions which have been given to the use of the people of the village by the Associates are a textile school;¹ evening technical school; evening school for the purpose of teaching English to foreigners; girls' boarding house;² hospital;³ Stevens Memorial building;⁴ athletic field;⁵ band house; summer camp; and the Hubbard Memorial Library containing 4,000 volumes. The Poles are strongly religious, and the company gave the ground on which the Polish Catholic Church stands, as well as that for several other churches in the village. The Union Congregational Church which was on the property when bought by the company in 1868 was for a long time supported by the company but is now rented to the Church organization for \$100 per annum. The Associates own the water works and lighting plant.

In Ludlow many of the excellent facilities for recreation and physical and mental improvement, at first used only to a small extent by the Poles, are becoming more and more appreciated. The company states that the Recreation Association has a large and growing Polish membership, that the Poles are using the baths very extensively, that they have a band and singing club, and have also given entertainments and dances in the recreation hall. One criticism of the advantages offered here was the restraint which those operatives who did use and

¹ The textile school accommodating 24 boys is maintained and operated by the company for the purpose of educating the boys in their employ, who are required to work five hours a day in the mill and attend school three hours, receiving three-fourths wages.

² This boarding house is owned and operated by the company; the expense to the girls was \$2.75 a week in November, 1909. The company states that the boarding house is operated at a loss in actual running expenses.

³ The hospital, which accommodates about 20 patients, although owned by the company is managed by a committee chosen by the citizens of Ludlow, and the company agrees to duplicate each dollar raised for its support by the townspeople.

⁴ The Stevens Memorial building, a brick structure consisting of two stories and basement, is furnished with heat, light, water, and equipment for the benefit not only of the company's employees, but for the citizens generally at the rate of 50 cents a quarter for males and 25 cents a quarter for females. The company takes no part in the management of this institution, but has turned it over to a committee chosen by those who pay the required dues. In the basement of the building there are three bowling alleys, six bathrooms, four shower baths, a swimming pool, lavatories, and separate lockers for males and females. On the first floor are two reading rooms—one for men and one for women, a parlor for women, a room used for a cooking school, a pool-room with one table for women, a pool-room with nine tables for men, and a smoking room containing 12 tables for games (card playing is not allowed). On the second floor is a large assembly hall, with polished hardwood floor, galleries at the rear and on both sides, a large stage with curtain, scenery, and piano, with a seating capacity of 700. There is also a coat or check room, a room used for meetings of the managing committee, and several rooms for classes in sewing, dressmaking, millinery, etc.

⁵ The athletic field is in general charge of the Ludlow Athletic and Recreation Association which is composed of employees, and citizens of the town.

appreciate the facilities provided felt in using them under the eyes of the same officials under whom they worked. It appeared, however, that the Company endeavored to minimize as much as possible that certain amount of paternalism which is inseparable from an isolated community where the corporation owns a controlling interest.

The Ludlow Manufacturing Associates owns and rents to its employees 322 single cottages, 64 double cottages, and 19 blocks or tenement buildings, the total number of tenements being 564. The monthly rents charged to the tenants, including water rates, are as follows: The old tenement houses, from four to six rooms, \$4 to \$7; in the new tenements, four rooms, from \$5 to \$6.50; a six-room tenement in the blocks, \$6.75 to \$7; six-room tenements in the double houses, \$7.50; six-room tenements in the single cottages, \$8; seven-room tenements in the single cottages, \$9; and eight-room tenements in the single houses, \$10 to \$11. Many of these single cottages have bathrooms and furnaces, and in such instances \$1 a month extra rent is charged. These rents are considerably lower than the rents of tenements owned by individuals, and among these the houses are not so good and the locations not so pleasant. All of the company's houses have gardens and land surrounding them for the benefit of the tenants. In the company's houses which are situated in North Wilbraham and Indian Orchard the rents are the same as in Ludlow.

The conditions of life at Ludlow among the Polish people are different from those of the other people. The Poles often crowd many people into each house in order to procure, at the low prices charged, a satisfactory income. Three dollars a month appeared to be the lowest amount charged for sleeping accommodations, cooking, and washing. This rate does not include a separate room for each boarder, but merely sufficient room for the mattress or bed provided which the boarders were willing to share with others. The capacity of an ordinary bed was generally considered to be four persons, and instances were noted of three or four beds in one room. Each boarder had a shelf in a cupboard where he kept his food and dishes. The chief articles of food on hand were brown or rye bread and meat of various kinds, of which latter bologna was perhaps the most common. The boarding mistress cooked the meat bought by the lodger, tied a tag to his particular piece of meat, and

after all was cooked in a common kettle each selected his own piece and placed it upon the shelf until required. Since the washing was included in the amount paid for board the only other expense to the boarder was that of the meat and bread. Under this arrangement every one appeared contented, many had substantial bank accounts in which they took considerable pride, and many sent large sums of money abroad. Some years ago the company endeavored to place a limit upon the number occupying each tenement, but this restriction was extremely difficult to enforce and was strenuously objected to by the Poles who were accustomed to living under much worse conditions at home. The company stated that "in order to avoid the paternalism for which we have sometimes been criticized, we tried to give the Poles as much liberty as possible and have enforced only a few sanitary regulations such as not allowing pigs and chickens to be kept in the cellars."

During the year 1906 money orders were issued through the post-office in Ludlow to the amount of \$80,500, and the postmaster stated that fully seven-eighths of this was sent out of the country by the Polish people, and that since that year the amount of money sent by the Polish residents through the post-office of Ludlow has been from \$70,000 to \$100,000 a year. In addition to this it was reported that money was sent through express companies and other media.

On October 1, 1909, there was deposited in the Ludlow Savings Bank by the Poles employed in the mills the sum of \$120,574. The depositors numbered 399, as follows: In the name of a man and woman, 34; in the name of a man, 173; and in the name of a woman, 192. During the previous September the Poles had withdrawn about \$30,000.

The conditions of lighting, ventilation, supervision, and personal care under which the operatives worked appeared to be exceptionally good and far superior to the conditions of the operatives of other competing establishments.

Although the nature of the industry calls for a high proportion of practically unskilled labor, coming largely from Central and South Central Europe, the general physical condition and facial expression of the employees was distinctly better than in many other manufacturing cities of Massachusetts or in the mills of competitors in other States.

E. Wages Paid in the Jute Industry.

In order that the reader may compare the wages paid in the jute industry in the various centers of manufacture we present in the following table, classified by occupations, the wages paid in Ludlow, Mass., Brooklyn, N. Y., Dundee, and Calcutta: ¹

OCCUPATION.	Sex	AVERAGE WEEKLY WAGES AND EARNINGS IN —			
		Calcutta	Dundee	Brooklyn	Ludlow
Jute carriers (warehousemen),	males	\$1.42	—	\$10.00	—
Jute selectors (laborers),	males	.48	\$3.89	7.00	\$12.30-\$15.30
Jute cutters (laborers),	males	.77	3.89	—	—
Jute softeners (laborers),	males	.69	3.89	9.00	12.30-15.30
Laborers,	males	.65	3.89	9.00	—
Dust shakers,	males	.51	3.89	9.00	7.05
Batching,	males	—	3.89	7.25	7.30-8.35
Batching,	females	.50	2.67	—	—
Preparing,	females	.61	2.43	6.15	—
Preparing,	males	.61	2.14	9.00	—
Card feeders (spreaders),	males	—	—	—	8.75
Card feeders (spreaders),	females	.48	—	6.15	—
Card receivers (dofters),	females	.48	—	6.15	5.00-7.00
Breaker feeders,	males	.52	—	9.00	—
Breaker receivers,	males	.49	—	6.15	—
Spinning (roving feeders),	males	.63	2.67	—	—
Spinning (warp rovers),	females	.69	2.67	8.75	6.50
Spinning (weft rovers),	females	.73	2.67	8.75	6.50
Spinning (dofters),	females	.33	2.19	5.50	5.50
Spinning (shifters),	males	.54	2.43	8.00	5.50
Spinning (shifters),	females	—	2.31	—	—
Drawing,	males	.60	—	6.15	—
Drawing,	females	—	2.43	—	—
Weavers,	males	1.54	4.37	—	—
Weavers,	females	1.30	3.28	10.50	—
Foremen,	males	2.10	6.32	25.00	20.00
Assistant foremen,	males	—	—	14.50	12.50
Machinists,	males	1.32	7.29	21.00	—

As the strike at Ludlow began in the controversy regarding the wages of the weavers, we present in the following table the actual weekly earnings of all the weavers employed in the bagging department of the Ludlow Manufacturing Associates and the American Manufacturing Company of Brooklyn, N. Y., who worked full time (55 hours in Ludlow and 57 hours in Brooklyn), together with the amounts of jute bagging produced per weaver per week. In order that this table may be properly consulted we desire to call the attention of the reader to the following:

1. The bagging manufactured by the American Manufacturing Company is more open than that manufactured by the Ludlow Manu-

¹ The sources of this information were: In Ludlow, the pay-rolls of the Ludlow Manufacturing Associates; in Brooklyn, N. Y., the pay-rolls of the American Manufacturing Company; in Dundee, the report of the Labour Department of the British Board of Trade; in Calcutta, wage sheets of two of the large mills in that city.

facturing Associates, the number of picks in the former being 48, in the latter 55. The weight of the cloth is the same in both cases. The Ludlow looms are of somewhat different construction and are heavier in order to allow the use of a larger and heavier shuttle. The Ludlow Company employs men for weavers, claiming that the work is too heavy for women. The American Manufacturing Company employs women for weavers, claiming that the weaving of bagging is a woman's work.

2. The hours of labor of the weavers in Brooklyn are 57 a week; in Ludlow they are 55.

3. The wage rate for weaving a cut of 100 yards of bagging is 14 cents in Brooklyn, and previous to the strike was 24 cents in Ludlow. After the strike the rate was reduced to 20 cents, and later the company raised the rate to 22 cents. Owing to the difference in the number of picks the ratio of the wage rates of the Brooklyn and Ludlow mills would be approximately as 16.5 is to 24.

4. The American Manufacturing Company pays in addition to its regular rates of wages what are known as service and attendance pay. The service pay is at the rate of 30 cents a week for each year's service up to and including five years. The attendance pay is at the rate of one day's pay for each two weeks' full attendance on time. Of the weavers in the employ of the company during the week ending August 28, 1909, the average length of service was two and one-half years.

5. From a careful examination of the pay-rolls of the American Manufacturing Company for several weeks it may be estimated that the average service pay plus attendance pay increases the rate of wages for weaving a cut of 100 yards of bagging about 2.18 cents a cut. This with the addition of 2.5 cents a cut, which both companies agree is the approximate difference in rates due to the different number of picks, would make the rate paid in Brooklyn 18.68 cents a cut as compared with 24 cents a cut in Ludlow before the strike, 20 cents a cut immediately after the strike, and 22 cents a cut in February, 1910.

6. There appears a considerable variation in the number of yards of bagging woven by the weavers at Ludlow the week before the strike (August 23 to 28, 1909) and the first full week after the strike (January 3 to 8, 1910) and after the new rate of 22 cents a cut had been announced (February 7 to 12, 1910). The weavers

attribute this difference to their lack of practice owing to the strike while the company states that it was chiefly due to a desire on the part of the weavers to make their earnings appear so small as to show the necessity of an increased rate per cut. A comparison of the number of cuts woven by identical weavers during the three weeks specified show the following averages:

Week ending August 28, 1909,	4,600 yards.
Week ending January 8, 1910,	3,900 yards.
Week ending February 12, 1910,	4,450 yards.

7. Owing to certain demands by the consumers, during the week ending February 12, 1910, the company made up many of the cuts of bagging of 120 yards each. On the average this would not alter the earnings of the weavers to any appreciable extent as they are paid for the full number of cuts woven a week, regardless of whether there remains one or 99 yards of bagging on the looms at the end of the week.

Actual Weekly Earnings of all the Weavers employed in the Bagging Departments of the American Manufacturing Company, of Brooklyn, New York, and the Ludlow Manufacturing Associates, of Ludlow, Massachusetts, who worked Full Time, and the Amounts of Jute Bagging produced per Weaver per Week.

AMERICAN MANUFACTURING COMPANY, BROOKLYN, NEW YORK					LUDLOW MANUFACTURING ASSOCIATES, LUDLOW, MASSACHUSETTS				
WEEK ENDING DECEMBER 19, 1909					WEEK ENDING JANUARY 8, 1910				
Number of Yards Woven by Each Weaver who worked the Full Week of 57 Hours	Weekly Earnings of Weavers who worked the Full Week of 57 Hours, at 14 Cents a Yard	Service Pay	Attendance Pay	Total Weekly Earnings	WEEK ENDING AUGUST 28, 1909		WEEK ENDING JANUARY 8, 1910		WEEK ENDING FEBRUARY 12, 1910
					Number of Yards Woven by Each Weaver who worked the Full Week of 55 Hours	Weekly Earnings of Weavers who worked the Full Week of 55 Hours, at 20 Cents a Yard	Number of Yards Woven by Each Weaver who worked the Full Week of 55 Hours	Weekly Earnings of Weavers who worked the Full Week of 55 Hours, at 20 Cents a Yard	
6,100	\$8.55	\$0.30	\$0.75	\$9.60	5,100	\$12.25	5,000	\$10.00	\$10.30
5,900	8.25	1.50	.80	10.55	5,100	12.25	5,000	10.00	10.30
5,900	8.25	.60	.75	9.60	5,100	12.25	5,000	10.00	10.25
5,900	8.25	—	.70	8.95	5,100	12.25	4,900	9.80	10.10
5,800	8.10	.90	.75	9.75	5,000	12.00	4,900	9.80	9.90
5,700	8.00	1.50	.80	10.30	5,000	12.00	4,800	9.60	9.85
5,700	8.00	1.50	.80	10.30	4,900	11.75	4,700	9.40	9.70
5,700	8.00	.30	.70	9.00	4,900	11.75	4,700	9.40	9.65
5,700	8.00	.30	.70	9.00	4,800	11.50	4,600	9.20	9.65
5,600	7.85	1.50	.80	10.15	4,800	11.50	4,600	9.20	9.65
5,600	7.85	.30	.70	8.85	4,800	11.50	4,500	9.00	9.45
5,600	7.85	—	.65	8.50	4,800	11.50	4,500	9.00	9.45
5,500	7.70	.90	.70	9.30	4,800	11.50	4,500	9.00	9.45
5,500	7.70	.30	.65	8.65	4,800	11.50	4,400	8.80	9.45
5,500	7.70	.30	.65	8.65	4,800	11.50	4,400	8.80	9.35
5,400	7.55	1.20	.75	9.50	4,700	11.30	4,400	8.80	9.35
5,400	7.55	.90	.70	8.95	4,700	11.30	4,400	8.80	9.35
5,400	7.55	.60	.70	8.85	4,700	11.30	4,400	8.80	9.35
5,300	7.40	1.20	.70	9.30	4,700	11.30	4,400	8.80	9.30
5,300	7.40	.60	.65	8.65	4,700	11.30	4,400	8.80	9.25
5,300	7.40	.30	.65	8.35	4,700	11.30	4,400	8.80	9.25

While this Bureau did not thoroughly investigate the living conditions of the employees of the American Manufacturing Company in Brooklyn, one of our agents visited several of the homes of the employees in that city and reported that there could be no question of the very superior conditions prevailing at Ludlow.

F. The Jute Industry.¹

It may be of interest to the reader in reviewing the controversy at Ludlow to consider also certain phases of the jute industry in the United States and foreign countries.

(1) *The Raw Material.* — Jute is the cheapest commercial fiber known and the latest among the chief textile materials now in use — cotton, wool, silk, flax, hemp, and jute — to be subjected to modern methods of manufacture. Jute is grown almost exclusively in the province of Bengal, in India,² and is manufactured at Calcutta, Dundee, Dunkirk, Hamburg, Vienna, Turin, Brooklyn, Ludlow, etc.³

Jute is a member of the mallow family and grows best in elevated, damp, hot climates. The commercial fiber is extracted from the stem of a plant that grows three to 12 feet high. This is pulled up by the roots or else cut down, and is retted in stagnant pools or running water, and then the softened outside tissues in which the fiber is embedded are beaten or stripped off and the fiber washed, dried, sorted, and bundled. In sorting the woody and hard root ends, called "cuttings," are put in one bundle; the lowest class of fiber, called "rejections," is put in another; and the remaining material, graded according to length, size, color, etc., into the standard marks known to the trade. The bales weigh 400 pounds each.

¹ The sources of the information relative to the jute industry in the following pages were:

Annual Report of the United States Consul at Dundee, Scotland, for 1909.

East India Trade Gazette, prepared in the India Office by the Under Secretary of State.

Report on the Moral and Material Progress and Condition of East India for 1906-07, prepared in the India Office by the Under Secretary of State.

Report on Earnings and Hours of Labour in the Textile Trades, United Kingdom, in 1906, by the Labour Department, Board of Trade, London.

Reports of Special Agents of the United States Department of Commerce and Labor.

United States Consular Reports.

² India has so far a virtual monopoly in the production of the fiber. Jute of a satisfactory quality can be successfully grown in the United States and Brazil, but not at a price which enables it to compete with the Indian product. The recent rise in price has stimulated experimental cultivation in Rhodesia, West Africa, and the Philippines. The position of Indian jute in the past has depended primarily upon the cheapness, which has enabled it to defeat its possible substitutes, and has prevented the existence of any sufficient stimulus for competitive production elsewhere.

³ The total number of jute mills in Dundee and vicinity is 54, while India has [more than 44 mills]. In Calcutta new jute mills are being erected far in advance of the increase in cultivation of the raw material or the education of mill laborers.

Jute was early cultivated in a small way by Bengalese, but was entirely unknown to the western world until 1824, when a small amount was shipped to the flax-manufacturing center of Dundee, on the east coast of Scotland, to see if anything could be made of it. Dundee was therefore the first town to manufacture jute.

(2) *The Indian Jute Crop.*—In 1874 the jute crop reached only 1,750,000 bales, since which time it has increased by nearly 2,000,000 bales every decade, until the season of 1907 showed 9,586,000 bales of 400 pounds each. The government estimate for the 1908–09 season showed a great decrease in acreage, but with the increasing demand for jute and the increasing uses to which it is being put this decrease is probably only temporary. The following figures show the estimates of the acreage and output in the Bengal provinces in recent years:

SEASONS.	Acreage	Output in Bales (of 400 lbs. Each)	SEASONS.	Acreage	Output in Bales (of 400 lbs. Each)
1891,	1,403,445	5,717,400	1905,	3,128,300	8,088,093
1895,	2,242,700	5,551,000	1906,	3,482,900	9,127,400
1900,	2,093,403	6,526,000	1907,	3,883,200	9,585,800

(3) *Destination and Consumption of Jute Crop.*—In regard to the world's factory consumption of jute in 1907 the following is the estimate quoted by W. A. Graham Clark, Special Agent of the United States Department of Commerce and Labor, in a monograph on Jute Manufacture in Scotland on January 1, 1908:

COUNTRIES.	Bales	COUNTRIES.	Bales
India,	4,400,000	Italy,	175,000
United Kingdom,	1,300,000	Belgium,	125,000
Germany,	750,000	Spain,	90,000
United States,	600,000	Norway and Sweden,	65,000
France,	550,000	Holland,	30,000
Austria,	275,000	Total,	8,545,000
Russia,	185,000		

Of the 4,400,000 bales used in India the mills are considered to take 3,900,000, and the native consumption at 500,000. The net

British imports of jute for 1907, which may be taken as the amount used by the mills, was 504,924,720 pounds of a net value of \$23,747,000, which is 4.703 cents a pound.

During the fiscal year ending June 30, 1906, the United States imported 207,890,000 pounds of raw jute and jute butts valued at \$6,449,684, which is 3.102 cents a pound. Of this amount, \$6,151,540 worth came from India.

(4) *Growth of the Industry.* — The fabrication of jute was first begun in Dundee, which city for a while had as complete a monopoly of jute manufacturing as Bengal had and has of jute raising. When the first samples of jute were brought into Dundee, it was found that the rough, brittle nature of the fiber made it difficult to work, and it was only used when mixed in small quantities with flax and tow. It was not until several years afterwards that adaptations were made in the softening and manufacturing processes that enabled it to be worked separately. The basis of the present extensive manufacture of jute at Dundee was laid at the time of the American Civil War, which made cotton so high that there was a search for cheaper materials, and it was found that jute was adaptable for bags and many other articles for which cotton had theretofore been used. The Dundee manufacturers promptly took advantage of the opportunity thus presented, and the great fortunes then made enabled them to put the industry on a sound footing.

Mills next began to spring up on the Continent, and recently Calcutta has begun to manufacture its home product, and on coarse goods, with its cheap labor working long hours, has had great success.¹

(5) *India's Jute Industry.* — Jute fabrics were formerly produced by hand for the clothing of the poorer classes, and when its use for this purpose was checked by the importation of cheap European cotton goods, a demand arose for the manufacture of gunny bags for the export of grains. The hand-loom export trade culminated in 1856-57, in which year the first mill on record in the neighborhood

¹ British India controls the raw jute output of the world, and that country is fast reaching a position where she will dominate the manufactured product, if indeed she does not already do so. Considering conditions in the United States, and taking a broad view of the advisability of extending our manufacture of jute goods, one is confronted with a curious situation. In the face of a rapid erection of new mills in Calcutta and vicinity, Dundee, Scotland, maintains the volume of her output of such goods by superior knowledge of the workable value of the fiber and the greater skill of her operatives. — *William Whittam, Jr., Special Agent, United States Department of Commerce and Labor, in Daily Consular and Trade Reports for May 17, 1907.*

of Calcutta was established. Since that time the record of the jute industry has been one of uninterrupted and increasingly rapid progress, the number of looms in the Calcutta mills having doubled in the last decade. The number of jute mills in 1906-07 was 44, containing about 25,000 looms and 520,000 spindles, and employing a daily average of nearly 167,000 persons. The exports, the principal destination of which is the United States, rose from 201,436,000 gunny bags and 575,512,000 yards of gunny cloths, with a value of \$32,050,000 in 1904-05, to 300,906,000 gunny bags and 769,799,000 yards of cloths, with a value of \$50,832,000 in 1908-09. The rise in value is principally due to the extraordinary increase in the price of raw jute, which rose from \$11.68 a bale in 1904-05 to \$20.96 in 1906-07. All the mills, with the exception of one at Cawnpore and one in the Madras Presidency, are in Bengal, and most of them are in the vicinity of Calcutta. The paid-up capital employed by these mills, excluding one which had not reported its capital, was £7,780,000, including debentures issued, of which nearly three millions are sterling capital. About £600,000 was added to the paid-up capital and debentures during the year 1906-07.

There is now considerable activity in the manufacture of jute in Germany and the United States; but the principal centre outside India is at Dundee, where a capital of some £5,000,000 is employed in the industry, although the number of looms is only about one-half of the number running in Bengal. The Calcutta mills are engaged chiefly in coarse weaving, whereas those of Dundee are engaged in finer work and their looms are adapted for a much wider range of cloth.

The looms at work in Bengal and their increase since 1877 were as follows: 1877, 4,163; 1895, 9,841; 1901, 15,336; 1904, 19,901; 1905, 21,318; 1906, 23,884; 1907, 25,000; 1908, 29,074. With the labor employed the average output per week for each loom amounts to about 14,000 pounds of goods. In the campaign for the year, 50 weeks, the production being $31\frac{1}{4}$ tons per loom per year, or a total of 908,562 tons, the consumption is about 4,542,810 bales.

Practically all the jute exported from India passes through the port of Calcutta. According to official returns, the total exports of jute products from British India to the several countries in 1908-09 were as follows:—

Exports of Raw Jute and Jute Manufacture, 1908-09.

COUNTRIES.	RAW JUTE		GUNNY BAGS		GUNNY CLOTH	
	Tons	Value	Number	Value	Yards	Value
Africa:						
Cape Colony,	-	-	3,759,541	\$398,195.55	220,650	\$11,361.71
East Africa,	-	-	210,550	17,751.15	-	-
Mauritius,	-	-	3,924,000	305,129.85	-	-
Natal,	-	-	4,616,987	396,544.62	436,200	18,291.72
Argentina,	599	\$38,896.69	172,100	9,243.26	193,805,000	7,305,185.06
Australia,	420	34,562.39	42,751,708	4,291,107.97	16,330,788	769,800.90
Austria-Hungary,	56,226	3,791,519.02	424,400	36,481.17	673,220	25,056.15
Belgium,	8,244	554,020.94	4,522,800	298,024.52	-	-
Canada,	-	-	1,269,800	64,576.20	5,196,000	161,766.79
Chile,	196	19,129.36	22,922,600	1,511,701.57	360,000	11,882.80
China,	570	34,133.83	10,089,000	649,808.97	1,279,500	53,117.09
Egypt,	-	-	14,302,313	1,692,227.60	224,550	7,699.47
France,	103,219	7,046,110.80	1,040,300	91,585.22	-	-
Germany,	206,653	13,923,222.86	10,784,946	776,954.93	4,450,000	153,405.00
Hawaii,	-	-	8,500,350	532,140.03	-	-
Indo-China,	-	-	12,810,106	1,086,969.39	-	-
Italy,	34,870	2,345,703.68	-	-	-	-
Java,	-	-	8,278,720	840,800.63	-	-
New Zealand,	-	-	6,963,398	835,453.37	1,873,890	87,845.06
Peru,	-	-	3,039,500	280,994.13	53,900	2,176.89
Russia,	2,240	154,315.69	200,200	16,387.55	-	-
Siam,	-	-	8,912,142	896,075.13	-	-
Spain,	24,352	1,777,004.56	-	-	-	-
Straits Settlements,	-	-	14,613,260	1,446,701.68	218,480	6,725.47
Turkey in Asia,	-	-	5,284,617	511,598.37	981,896	40,357.69
Turkey in Europe,	-	-	1,448,840	147,463.60	437,000	15,832.37
United Kingdom,	373,232	26,917,541.92	38,832,961	3,121,377.80	23,253,700	951,330.15
United States,	186,819	7,538,974.28	34,607,800	1,755,016.51	499,802,344	15,223,347.28
Uruguay,	100	6,491.71	100,000	8,766.00	11,610,000	434,769.25
West Indies,	-	-	9,932,200	1,007,315.67	-	-
All other countries,	3,535	214,562.46	26,591,178	2,188,763.06	8,591,522	336,745.89
Totals,	1,001,275	\$64,396,190.19	300,906,317	\$25,215,155.50	769,798,640	\$25,616,696.74

The wages paid to men in mills range from \$2 to \$3 a month, women from \$1.50 to \$2, and boys and girls from \$1 to \$1.75. These people subsist principally on rice and vegetables made up in the form of curry, with now and then chicken, duck, or goat meat. They all chew betel nut constantly as a stimulant. They eat two meals a day as a rule, one before beginning work and one after the day's work is ended. The men and boys wear breechclouts, or dhooties, and the women and girls saris, which consist of 40 yards of thin muslin wrapped in a peculiar way about the loins and shoulders.

The people of a mill, or several mills if the mills are located near together, occupy a village, which is composed of huts made of mud, brick, and palm leaves woven into sheets and tacked on to bamboo poles. All are thatched with a long tough grass used throughout India for covering huts and bungalows. This grass makes a tight, cool, and durable roof. The floor is made of clay tamped down hard, which makes it very serviceable. This floor is spread

in places with matting made of bamboo grass on which many of the natives throw down a cotton blanket, or possibly a thin mattress, for beds. Some have a rude bed made of four posts 16 inches high, with crosshead and side pieces pinned together and then criss-crossed with bed cords. There may be a few rude benches, but little or no other furniture is to be seen in the huts. The natives eat on the floor, squatted around a pot or pan containing the food. The men and boys eat first and the women and girls afterwards, taking what is left. The mode of life is thoroughly primitive. No knives, spoons, or forks are used in eating, the fingers answering all purposes.

(6) *Jute Manufacture in Scotland.* — The principal industry of Dundee is that of manufacturing (spinning and weaving) jute. While the city is not advancing like the other jute centers and is not building any new mills, it nevertheless remains the leader in the manufacture of the higher grade articles, and its labor is more highly trained and skilful than that of any of its competitors. The best estimate obtainable of the number of jute looms in Dundee is 9,000.

Dundee manufactures jute into quite a variety of products, including burlaps, sacking, bags, cotton-wrapper bagging, wadding, tarpaulin, sailcloth, floor cloths, curtain and furniture hangings, imitation tapestries, damask, table linen, and fancy goods, and also mixes it with tow, linen, cotton, and silk to produce various effects. Large quantities of these jute goods are sold in the United Kingdom and on the Continent, as well as in other parts of the world, the United States being Dundee's best customer.

The jute industry has become known as a woman's industry, and nearly three-fourths of the workers are women.

Up to the age of 18 the proportion of the sexes in Dundee is about normal, for many boys are employed in the mill as shifters, but as soon as they outgrow this work they lose their jobs, and having no opening in the only occupation for which they are trained they have to start as unskilled laborers elsewhere. On the other hand the fact that the jute industry is known as a woman's industry attracts girls from other towns for either a temporary or permanent stay. This excess of women workers is due to the fact that jute is the cheapest commercial fiber known, and the manufacturers are

forced by the competing Calcutta mills, which employ cheap Hindoo labor working long hours, to get their labor as cheap as possible or else discontinue the industry. Even as it is the Calcutta mills are increasing rapidly, while the Dundee mills are barely holding their own.

There are a large number of children employed in the Dundee jute industry, a good many being half-timers. The law requires children to attend school until fourteen, but they can be exempted at the age of twelve for half-time work in case of need. Where there is a family of four children and the income is under a pound (\$4.86) a week the oldest child is allowed to work half time at the age of twelve and full time at the age of thirteen, irrespective of having attained any special standard in his school work.

The legal hours of work are 55 a week, the mills running a ten-hour day, with five hours on Saturday. The usual hours are 6 A.M. to 9, 10 to 2, and 3 to 6 P.M., and on Saturdays from 6 to 9 and 10 to 12. This allows an hour for a nine-o'clock breakfast and an hour for a two-o'clock dinner. Supper is usually eaten immediately on return from work, about 6.30 in the evening.

In Dundee a girl running a side of 72 spindles on a jute dry spinning frame makes \$2.25 a week of 55 hours and pays \$1.70 a week for board and lodging. Those running two sides make \$3.89 a week. In the jute mills in Ludlow for a week of 55 hours a girl running one side of 72 spindles makes \$7 and for two sides makes \$9.25, and pays \$2.75 a week for board and lodging. The weaving can not be so accurately contrasted for the reason that the United States makes practically only the coarser grades of jute articles, especially cotton-wrapper bagging, while Dundee runs mainly on burlaps. The following table shows the weekly wages in the Dundee jute industry. In the first column is given the range of wages from the lowest to the highest, while in the second column is given the predominant wage. This predominant wage is not an average between the highest and the lowest, but is the wage that occurs most frequently on the pay-rolls.

OPERATIVES.	MEN AND BOYS		WOMEN AND GIRLS	
	Range of Wages	Predominant Wages	Range of Wages	Predominant Wages
Mill.				
Batching house,	\$2 31-86.24	\$3.89	\$2.19-85.39	\$2.67
Preparers,	1.70- 5.35	2.43	1.44- 3.93	2.14
Roving frame,	1.95- 3.65	2.67	2.31- 2.41	2.55
Spinners,	-	-	1.76- 4.56	2.55
Shifters,	1.70- 3.04	2.43	1.68- 3.04	2.31
Shifting mistresses,	-	-	2.76- 4.62	3.89
Rove carter,	1.70- 4.38	2.19	-	-
Twisters,	-	-	1.70- 4.14	2.79
Reelers and winders,	-	-	1.32- 5.35	3.40
Half-timers,	0.73- 1.36	.87	.73- 1.09	.87
Factory.				
Beamers and dressers,	2.19- 7.91	4.86	-	-
Drawing-in hands,	-	-	2.19- 4.87	2.43
Weavers,	1.22- 5.84	4.37	1.22- 5.84	3.28
Tenters (loomfixers),	3.65- 8.52	5.35	-	-
Overseers,	4.87-12.65	6.80	-	-
Assistant overseers,	2.43- 5.84	4.25	-	-
Croppers,	2.41- 6.33	4.86	-	-
Calenderers,	2.19- 7.06	4.37	1.70- 4.62	2.06
Sack machinists,	-	-	1.46- 7.18	3.40
Packers,	3.89- 6.33	4.13	-	-
Oilers and weighers,	2.43- 6.00	3.89	-	-
Sweepers,	1.76- 4.01	3.04	1.76- 3.28	2.43
Laborers,	1.70- 6.33	3.89	-	-
Dyers,	1.95- 8.27	4.86	-	-
Foremen,	4.87- 7.30	6.32	-	-
Machinists,	4.38- 8.27	7.29	-	-
Joiners and wood turners,	4.38- 8.27	7.29	-	-

Judging from descriptions apparently authoritative the housing conditions of the Dundee operatives are on the whole not good: there is much overcrowding into rooms of small air space, and the sanitary arrangements are in many cases bad. Two rooms is the usual allotment for the ordinary family of four to six persons, but in some cases there are four or more to the room. A large portion of the population must live near the factories, so they crowd into the nearest tenements. Most of the mills being in town the operatives must live there. The kitchen is generally used in Scotland for the sleeping room. Dundee, with an infant mortality rate of 174 per 1,000 births, leads Scotland in this line, which is partly due to housing conditions.

Nearly all of the operatives live in three or four-story tenements without attics. Only a very small portion live in detached buildings. The modern tenements have larger rooms and are better arranged, but there are no model tenements as yet erected by either the town authorities or private parties.

Rents are paid weekly by the poorer and more transient classes, and usually semi-annually by the others, monthly or quarterly pay-

ments being rare. A recent government investigation gives the following as the predominant range of weekly rents paid by the working classes living in Dundee tenements:

Rooms.	Predominant Weekly Rents, including Rates	Average Weekly Rents
One room,	\$0.49-\$0.55	\$0.52
Two rooms, . . . . .	.73- 1.15	.94
Three rooms,	1.26- 1.72	1.49
Four rooms,	1.90- 2.29	2.10

The family usually orders every Saturday night enough supplies to last them the coming week. The usual breakfast is porridge and milk, tea, bread, and butter. The father or mother will generally have an egg. Scotch broth soup is the staple dish for dinner, being made with one-half pound boiling beef, a pennyworth of leeks, carrots, and turnips, and a half-pennyworth of barley. The meat is eaten with potatoes as a second course. Poorer families will only have one-fourth of a pound of beef, with a pennyworth of bone or parings, and there is no second course. Pea and lentil soups are also used. Potatoes are largely used. Some families will have rice pudding for dinner also. Supper consists of bread, butter, jam or sirup, and where it can be afforded a little "kitchen" for the father, this latter being the term for a small fish, some ham, or other kind of meat. Coffee is little used, tea being the general beverage. There is much "drinking" by the men, especially on Saturday nights and holidays.

Neither employers nor employees are strongly organized in Dundee. The separate manufacturers are rather jealous of each other, and it is difficult to get them to take any concerted action. The majority belong to the Dundee and District Spinners and Manufacturers' Association, but have no uniform agreement as to wages, selling, or other points of interest to the trade. There is also a Jute Importers' Mutual Protection Association, Limited, for protecting the trade against fraudulent shipments of low grade and watered jute. The manufacturers and others connected with the jute business meet daily at a market room for buying and selling jute, yarn, and goods.

The operatives have two unions. The first, founded in 1885, is the Dundee and District Mill and Factory Operatives' Union. It had a membership of 6,260 in 1907, 5,171 of whom were women, and is purely a local society. This union has a reserve in the banks of nearly £10,000 (\$48,665). Their weekly assessment is a penny (two cents). The second and smaller society, the Dundee and District Union of Jute and Flax Workers, was organized in 1906 along the lines of affiliated union work, and in 1907 had a membership of 4,240, 2,247 of whom were women.

The school system of Dundee is excellent and schooling is compulsory up to 14 years of age, with the occasional exceptions in case of pupils belonging to needy families. Every one has to pay a school tax, levied by the school board. There are night schools, for instruction in which a small fee is charged. There is also an excellent technical school where engineering and textile branches are taught, especially those relating to Dundee's staple industry of jute manufacture.

(7) *The Jute Industry in the United States.* — Until a few years ago nearly all of the raw jute was exported to Scotland, Germany, and the United States, but the development of the mills in Calcutta has cut down the exportation of raw jute. The exports of jute to the United States amount to about 187,000 tons.¹ Nearly one-half of all that is received in the United States comes to Ludlow. The rest goes to Brooklyn and one or two small factories in other parts of the country.

The total output per annum of the Ludlow mills is about 100,000,000 pounds. Of this amount over 40,000,000 pounds is in cotton bagging, enough to cover one-third of the largest cotton crop ever raised in this country. (One-third of the crop is covered with bagging imported from India, and the other third is supplied by the American Manufacturing Company of Brooklyn and a few other factories.) Jute carpet yarns, manufactured at Ludlow, amount to 36,000,000 pounds a year. Jute webbing adds nearly 2,000,000 pounds to the product. The twine product is 11,000,000 pounds, a

¹ During the fiscal year ended June, 1906, the United States imported gunny cloth and jute bagging suitable for covering cotton bales to the value of \$619,800. Jute bags worth \$2,432,353 and burlaps weighing 311,118,257 pounds, valued at \$20,083,938, were also imported, giving a total of \$23,139,121 worth of jute fabrics purchased by the United States for the fiscal period 1906. Burlaps being the item of greatest value it is interesting to find that the East Indies sent us \$14,623,216 worth, while our purchases from the United Kingdom amounted to \$5,316,495. Following the usual course of new industries in countries hitherto mainly producers of raw materials rather than of finished goods, India seems to be manufacturing the cheaper grades of burlap. This is shown by the average prices per pound of American burlap imports from the United Kingdom and East India.

large part of which is made of jute, and much of the 6,200,000 pounds of cordage is manufactured of jute.

The branch of the Ludlow company's business that has grown most rapidly is the carpet yarn section. The bagging mill turns out about one-half the total annual product, but the goods produced are cheap and the company does not regard this branch as the most important. The carpet yarn manufactured at Ludlow is used as a base for wool which is woven to make carpets. The Associates are now beginning to worry about this branch of their business, saying that there is no telling when the Calcutta mills may begin the manufacture of yarn.

Before 1870 all American cotton was covered with bagging imported from Scotland. In 1868 the Ludlow Manufacturing Company was organized, and by 1870 it was putting its product on the market. The Ludlow and American companies state that they are now able to compete with the Dundee mills because of the duty, which amounts to about three-fourths of a cent a yard.

A few years ago the Ludlow Manufacturing Associates paid its weavers 29 cents a roll of 100 yards of bagging. Two years ago, after the installation of improved machinery and a new batching process, the wages were readjusted and the price for weaving established at 25 cents a cut. When the panic of 1907 began to be felt the company reduced the weavers' pay to 24 cents a cut. The Associates claimed that they had been seeking means to economize in the manufacture of the bagging and to meet competition without reducing wages. When Congress refused to increase the tariff on jute cotton bagging the Associates said they were compelled either to make the reduction to 20 cents or go out of business. At the same time they claimed that the 20-cent rate was about three cents per 100 yards more than was paid by any other manufacturer of bagging in the country.

With wages from \$2 to \$3 *a month* the Calcutta mills are obviously able to manufacture jute goods much more cheaply than American or Scotch manufacturers. They require about one-third more persons to do the work than are used in Scotland and Ludlow, but jute is delivered at the door of the Calcutta factories at small cost, while the Scotch and American companies must have it packed for export, transferred many thousand miles by steamer, and in the case of Ludlow the raw product is twice re-shipped, once to

the mills for manufacture and again as finished product to the market in the South. The Calcutta mills can ship the finished product direct from their storehouses to the cotton ports of the South, pay the duty of three-fourths of a cent a yard, and still sell at a profit for a lower price than American manufacturers can set. There is also a discrimination against Boston, at which port the jute for the Ludlow Company is received, in the matter of freight rates amounting to five cents a bale over the rates to New York, Galveston, and New Orleans. The Ludlow Associates complained of an additional handicap in being compelled to pay 45 per cent duty on the machinery they use in manufacturing their goods, while the Calcutta and Scotch manufacturers get their machinery free of duty, as it is entirely of English make. Because of these conditions the Ludlow Manufacturing Associates, the American Manufacturing Company of Brooklyn, N. Y., and the other smaller manufacturers of jute bagging claim to be unable to make any exports and allege that the importations are driving them to the wall.

2. THE BUILDING TRADES STRIKE AT PITTSFIELD.

A. Cause.

Early in February, 1909, Building Laborers Union No. 21 notified the contractors of Pittsfield of their desires regarding an increase in wages from 31¼ cents to 35 cents an hour and Saturday half-holiday, to take effect May 1. Conferences were held between committees of the contractors and the union at which several unsuccessful attempts were made by the contractors to compromise the matter. The contractors agreed to grant these demands next November, but the union refused to accept this offer, although it was willing to give the contractors until July 1 to put the desired increase into effect. Upon the refusal of the contractors to grant this concession negotiations came to an end. Later the Bricklayers and Masons Union asked the contractors for an increase in the hourly rates of wages from 56¼ to 62½ cents, which would pay for the time lost on Saturday afternoons, to take effect upon the expiration of the agreement then in force, — May 1, 1909. New wage and hour schedules were also presented the contractors by the carpenters, plumbers, and lathers unions. The requests of the carpenters and plumbers were granted, but those of the lathers were denied.

The demands of the Building Laborers Union were indorsed by the Building Trades Council, and the Bricklayers Union voted not to work with non-union laborers.

B. Progress of the Strike.

MAY 1. About 35 building laborers struck, and as a result some 40 bricklayers and masons were thrown out of work. Although the building operations in Pittsfield at this time were more extensive than for many years, the contractors stated that they would be able to procure all the workmen necessary from neighboring cities and towns.

MAY 5. The Master Builders' Association issued the following statement:

We contractors regard ourselves as being virtually the agents of the public in this matter and feel that we are not acting for ourselves, but for the public. We realize, however, that there must be a limit to the demands of labor and that sooner or later if all these demands are granted, building operations in Pittsfield would be killed. North Adams is an instance of this kind, and Schenectady, N. Y., is another city where the results are only too plainly to be seen. Above a certain limit, labor demands, if granted, will kill all business. We feel justified, therefore, in refusing the demands in the present instance.

MAY 7. Committees of the Master Builders' Association and the Bricklayers Union conferred, and after considerable discussion decided that both parties to the controversy should be represented by committees which would have full power to act upon any agreement that might be reached.

MAY 12. A conference was held between the committees from the Master Builders' Association and the Bricklayers Union, it being understood that said committees had full power to arrange a settlement. At this conference the following agreement was reached: That all would return to work at once and the increases in wages would be granted the laborers, to take effect August 1, and the bricklayers to take effect September 15. As the Building Laborers Union was not represented at this conference, the committee from the Bricklayers Union agreed to attend the meeting of the Building Laborers Union and urge the acceptance of this proposition.

MAY 13. At a meeting of the Building Laborers Union, after

three votes had been taken upon the question, the proposition for the settlement of the strike was rejected by a vote of 25 to 24. This action was reported back to the meeting of the Bricklayers Union the same evening, and another member of the latter organization requested that he be delegated to attend the meeting of the laborers in an effort to induce them to change their decision. This member was granted permission to make the attempt, but only succeeded in inducing the laborers to vote to return to work provided that the increase be granted both organizations on August 1. The Master Builders' Association refused to accept this proposition. Three members of the strike committee of the Bricklayers Union resigned and others were appointed in their places.

MAY 16. At a conference between committees of the association and union, the new committee from the union stated that they had agreed not to accept the terms of settlement adopted at previous conferences.

MAY 17. The Master Builders' Association communicated with the General Secretary of the Bricklayers Union explaining the situation and stating that if he wished to have the matter settled he should come to Pittsfield, or send some one in his place, to arrange a settlement before June 1, for if the dispute was not settled by that time the master builders would declare open shop and resume operations.

JUNE 1. Thirty-one bricklayers in the employ of five master builders struck. The Master Builders' Association declared open shop.

JUNE 2. All of the five builders reported that they had filled the places of the strikers with non-union men. The Bricklayers Union reported that all of its members had procured employment under union conditions. A representative from the International Bricklayers and Masons Union arrived, and at a conference with the master builders made two propositions: *First*, that as the laborers had demanded to have their increase date from the time they commenced work, that to settle the question the master builders should agree to pay the increase to both the bricklayers and the laborers, to date from August 1, or, *Second*, that the question of the date of increase should be left to arbitration, the union to choose one man, the builders one man, and these two to select the third, and that the date of increase should be at such time as they decided between

June 1 and January 1, 1910. Both of these propositions were refused by the master builders for the reason that they had already declared open shop and placed new men at work.

JUNE 7. Carpenters Union No. 444 and Painters Union No. 94 voted not to support the Bricklayers and Building Laborers Unions unless ordered to do so by the American Federation of Labor, although the individual carpenters refused to work on the same buildings with the non-union masons. The Master Builders' Association complained of this action on the ground that the agreement in force between the carpenters and the contractors prohibited strikes and asked the union to state whether or not it was its intention to keep the agreement.

JUNE 15. Seven union bricklayers in employ of Rice Bros. struck, thereby throwing six building laborers out of work, because contractor brought two union bricklayers from Adams, the union claiming that the latter had no authority to work in Pittsfield while members of the Pittsfield union were out of work. Three days later this contractor was allowed to employ the bricklayers from Adams as he was unable to procure any bricklayers belonging to the Pittsfield union.

JUNE 23. Twenty-seven carpenters employed by Osteyee Bros. and Beckwith & Pike struck because firms were employing non-union masons. Places were filled by July 6.

JUNE 29. A conference was held between committees of the Master Builders' Association and the Carpenters Union without reaching any definite results.

JUNE 30. The Master Builders' Association informed the Carpenters Union that if the carpenters who left the buildings upon which the non-union masons were employed would resume work the association would entertain the proposition submitted by the Carpenters Union for a conference with the international officers representing all the building trades involved in the controversy. The proposition submitted by the Carpenters Union was to the effect that on July 7 the international officers would go to Pittsfield and arrange terms for settlement with the master builders, and that these terms must be accepted by the unions under penalty of forfeiting their charters. The Carpenters Union immediately sent back word that as soon as the Master Builders' Association had acted favorably on the proposition for a conference with the international officers

they would return to work. Three days later the Master Builders' Association voted to declare open shop against the carpenters, to take effect July 7, agreeing to allow the union carpenters to continue work if they so desired, otherwise workmen from other localities would be imported to take their places.

The Plumbers Union voted to take no definite action, but several of the individual members refused to work with non-union men.

JULY 5. Seven carpenters in employ of M. M. Michall struck because the mason work was being done by a contractor employing non-union masons. Places were filled within one week.

JULY 16. Seven non-union bricklayers in employ of Ostevee Bros. struck against an objectionable foreman. Four returned to work without concessions on July 17; places of the other three were filled July 18.

JULY 21. The Central Labor Union, after considering the matter for two months, voted to support all the unions in controversy with the Master Builders' Association, believing that those unions were menaced by the action of the Master Builders' Association.

JULY 24. Five plumbers in employ of Noble, Milne & Co. refused to work upon buildings upon which non-union men of other trades were employed. Places were filled by August 9.

JULY 26. Twenty-three carpenters in employ of Roscoe & Stone struck because firm let contract for mason work to a firm that employed non-union masons. Places were filled by July 29.

A report was current that the Master Builders' Association had compiled a list of the various union craftsmen in the city in all the various building trades and had rated therein each journeyman according to his ability for future reference in hiring help, and that inferior workmen, men prone to indulge too freely in liquor, or radical union men, would be discriminated against thereafter when it came to hiring workmen. One member of the association stated that such a list had not been compiled, but that a rule had been adopted by the association which provided that when a journeyman in any of the building trades went on strike when employed by a member of the association that he would not be given employment by any other member of the association until he had gone back to his former employer and "patched up" the trouble. This contractor also stated that upon the termination of the present trouble every striker would be obliged to return to the contractor by whom he was

employed before the strike and that if the contractor did not have any further work for him, or did not care to employ him longer, then and only then could he go to another member of the Master Builders' Association with any hope of securing work.

The Painters Union voted that their members strike only when non-union painters were put at work on the same job with union painters.

JULY 30. Four plumbers employed by D. F. Farrell & Co. struck against working upon building upon which non-union men of other trades were employed. Places were filled by August 5.

AUGUST 20. Twenty-three carpenters in employ of H. C. Heno & Co. struck because employer used window and door frames made in shop of Ostevee Bros. who had been placed upon the unfair list for employing non-union men.

SEPTEMBER 3. Twelve carpenters in employ of Rice Bros. struck against working upon building with a non-union plumber whose employer was on the unfair list. Rice Bros. agreed not to let any more work to non-union firms and carpenters returned to work the same day.

Six masons employed by Beckwith & Pike struck for an increase in daily wages from \$4.50 to \$5. Places were filled September 4.

SEPTEMBER 25. Four carpenters in employ of G. W. Faulkner struck against employment of non-union men. Places were filled September 26.

SEPTEMBER 27. Eight carpenters in the employ of E. B. Hume & Co. struck against the employment of non-union masons. On September 29 four carpenters returned to work and by October 3 places of others were filled.

OCTOBER 20. Nine non-union hod carriers in employ of Beckwith & Pike struck for an increase in daily wages from \$2 to \$2.25. On the following day three returned to work without concessions and the places of the others were filled. On October 23 four other strikers returned to work at daily wage of \$1.75.

OCTOBER 30. The Wood, Wire, and Metal Lathers State Council voted that no member of any local would be permitted to work on any job in Pittsfield until the trouble was settled.

DECEMBER 31. At the end of the year no change in the controversy had occurred.

3. THE STRIKE OF PLASTERERS IN BOSTON AND VICINITY.

In July, 1909, the wage-scale committee of the Operative Plasterers Union No. 10 notified the master plasterers in Boston and vicinity that after August 1 a new wage schedule would be enforced, increasing the rate from 60 cents to 68 $\frac{3}{4}$ cents an hour. The union subsequently reduced its request to 65 cents an hour, or \$5.20 for an eight-hour workday. The Master Plasterers' Association thereupon offered to increase wages 2 $\frac{1}{2}$ cents an hour on and after March 1, 1910. The union declined to consider this proposition, and, on account of the master plasterers' decision to institute the open shop, ordered a strike of its members against employers represented in the Master Plasterers' Association on July 29, 1909. This was the first general strike ordered by the local union in twenty-six years.

No agreement had existed between the master plasterers and the union for a year and a half, because the last agreement, which provided for the arbitration of disputes, was terminated by the employees by their refusal to arbitrate a dispute which arose between one firm and the union.

On July 29, 444 plasterers employed by 18 firms ceased work, throwing 215 other workmen out of employment.

The following statement was made by the master plasterers in regard to the union's demand:

The situation is this: The employing plasterers with a large amount of contract work on hand, taken during the first half of the year at prevailing wages, have been suddenly met by a demand from the Plasterers Union for an advance to 68 $\frac{3}{4}$ cents an hour, to go into effect August 1. To accede to such demands, which in effect amounts to an increase of cost of 15 per cent, would practically ruin many of the contractors and take from all of them every vestige of profit on the contracts in hand.

It was therefore imperative that these demands should be denied. The contractors, however, offered to make an advance of wages to 62 $\frac{1}{2}$ cents, to take effect March 1, 1910, practically at the conclusion of their contracts, but the union refused this proposition and threatened to strike all jobs August 1. This will undoubtedly result in the establishment of "open shop" conditions, which prevail to a large extent in the bricklaying business in this city under methods that are fair and satisfactory to all concerned.

The present rate, with working day of eight hours and Saturday half-holiday, gives to each workman \$26.40 per week, which is surely not a starvation wage.

In support of their demand for higher wages the union maintained that the average journeyman plasterer could get work during only eight months of the year, which considerably reduced his average weekly earnings for the year.

It was reported that nearly all the union plasterers who struck found work immediately at increased wages in the employ of contractors not affiliated with the Master Plasterers' Association.

On September 1 final adjustment of the strike was reached at a conference, when a compromise contract was prepared and signed by both parties concerned to remain in force until January 1, 1911. By the terms of this agreement a wage scale of 62½ cents an hour with an allowance of \$5 a week for board on all out-of-town jobs was established to remain in effect until March 1, 1910. After this date the contract provided for the establishment of a flat wage of 65 cents an hour with no allowance for board during work done out of town. It was also agreed to adopt the old rule by which no strike should be put into effect before arbitration proceedings had taken place.

Upon the ratification of this agreement all the strikers returned to work at their former places of employment.

During the strike an incidental difficulty arose in connection with the work in progress on the Boston Opera House under the direction of the general contractor. The contract for plastering on the work was in the hands of a sub-contractor, who was a member of the Master Plasterers' Association, so that when the general strike occurred on July 29, 85 plasterers left their work on the Opera House.

The general contractor secured the immediate return of the men by a special arrangement with the union, by which the existing contract for plastering work was abrogated and the company proceeded to direct the work independently of the sub-contractor and under strictly union conditions. But, on August 6, the plasterers again struck, claiming that there was some question regarding the method of settlement agreed to by the general contractor, as there were indications that the work of plastering was still being controlled by the sub-contractor.

Believing that this temporary settlement meant but a prolongation of the general strike, the union contended that by remaining at work they were aiding the master plasterer against whom the strike was

inaugurated and that they were thereby delaying a complete settlement of the controversy.

To expedite the work on the Opera House the plasterers were urged by the interests concerned to return to work again and wages of \$8 a day were offered to secure plasterers to finish the work, but the strikers did not return to work until the final adjustment of the strike on September 1.

4. THE BUILDING TRADES STRIKE AT BOSTON.¹

The strike inaugurated December 28, 1908, by the union men of the structural building trades in Boston against The George W. Harvey Company, who had the general contract for building the new Boston Opera House, the Puritan Hotel, and a sugar refinery in South Boston was renewed in the Spring of 1909.

The original strike was called by the several unions involved to enforce union wages and conditions in the construction of the buildings in question. Failing to negotiate an adjustment of the strike with the Harvey Company, the unions declared unfair the buildings then being erected by that company.

When the work on the Opera House and the Puritan Hotel had progressed to that stage where the sub-contractors, employing union men, took up their work, strikes were ordered according to a pre-arranged plan to enforce a settlement of the general strike.

On April 26 elevator constructors and sheet metal workers struck. Steamfitters, iron workers, lathers, plumbers, plumbers' helpers, and electricians soon afterwards left work until by May 19 about 131 strikers were involved in this new attempt to enforce an observance of union conditions. Many of the strikers returned to work within a short time, and, by filling the places of some of the strikers by other workmen, the work on the buildings was continued.

A settlement of the controversy was finally made between the Harvey Company and the Building Trades Section on July 26, and the strike was declared off. The company agreed to employ only union men on all work after that date.

Some further complications arose nevertheless in connection with the work on the Opera House. On July 28, 85 union plasterers

¹ This strike began in 1908 and has been included in the statistics for that year. An extended account of the beginnings of this dispute may be found in the Thirty-ninth Annual Report of the Statistics of Labor, pages 63-66.

joined the general strike ordered by Operative Plasterers Union No. 10 for the purpose of establishing an increase in wages, which they won on September 1. Twenty-six union carpenters also struck on August 27 owing to the failure of some non-union men to keep their promise to join the union. The men returned to work the next day, and the work on the Opera House and the Puritan Hotel was finally finished under conditions satisfactory to the union.

An additional feature of this protracted controversy was the action of the Building Trades Section of the Central Labor Union in suspending from membership the following affiliated unions: Electrical Workers No. 103, Gas Fitters, Fixture Fitters, and Hangers No. 175, Plumbers No. 12, Sheet Metal Workers No. 17, and Wood, Wire, and Metal Lathers No. 72.

This action was taken by the Building Trades Section because the above named unions refused to comply with the strike order issued by the section and allowed their members to remain at work on the buildings under construction by the Harvey Company, particularly that of the new Opera House.

The unions were later suspended from the Central Labor Union itself in accordance with the following constitutional provision:

Unions holding membership in the section and failing to comply with the rules and orders of the same, may, upon report of the section, be fined, suspended, or expelled from the Central Labor Union by a majority vote thereof.

In September Electrical Workers Union No. 103 and Sheet Metal Workers Union No. 17 were reinstated in the Central Labor Union, the misunderstanding with the Building Trades Section having been adjusted. By the terms of the agreement which brought about the reinstatement the unions in question complied with certain disciplinary measures imposed by the central organization.

STATISTICAL TABLES.

The statistical tables may be briefly explained as follows:

Table 1. — Strikes, establishments involved, strikers, other employees thrown out of work, and working days lost, 1881–1909 (p. 195). — This table shows the number of strikes, establishments affected by strikes, employees involved (strikers and other employees forced out of work), and the approximate number of working days lost by strikes, for each of the years 1881 to 1909, inclusive.

Table 2. — Strikes, establishments involved, strikers, other employees thrown out of work, and working days lost: By industries (p. 196). — This table shows the number of strikes, establishments affected by strikes, employees involved (strikers and other employees forced out of work), and the approximate number of working days lost by strikes for the year 1909, classified by industries.

Table 3. — Percentage of strikes, establishments involved, strikers, other employees thrown out of work, and working days lost: By industries (p. 197). — This table presents facts similar to those in Table 2.

Table 4. — Attack strikes (p. 198). — This table presents facts, similar to those in Table 1, for attack strikes, that is, strikes in which the employees struck in order to obtain better conditions of employment.

Table 5. — Defense strikes (p. 199). — This table presents facts similar to those in Table 2, for defense strikes, that is, strikes in which the employees struck against a change from existing to what they believed to be worse conditions.

Table 6. — Strikes, establishments involved, strikers, other employees thrown out of work, and working days lost: By localities (pp. 200, 201). — This table presents facts similar to those contained in Table 1, classified by cities and towns.

Table 7. — Strikes and establishments involved in strikes ordered by labor organizations and not so ordered: By industries (p. 202). — This table shows the number and percentage of strikes and establishments involved in strikes ordered by labor organizations and in strikes not so ordered, classified by industries.

Table 8. — Strikers and other employees thrown out of work in establishments involved in strikes ordered by labor organizations and not so ordered: By industries (p. 203). — This table shows the number and percentage of strikers and other employees thrown out of work in establishments involved in strikes ordered by labor organizations and in strikes not so ordered, classified by industries.

Table 9. — Number and percentage of employees of each sex striking: By industries (p. 204). — This table shows by sex the number and percentage of persons striking, classified by industries.

Table 10. — Number of employees of each sex before strike in establishments in which strike occurred, and number and percentage of employees of each sex striking: By industries (p. 205). — This table shows, by sex, the number of persons employed immediately preceding strikes in establishments involved in strikes, and also the number and percentage of employees striking.

Table 11. — Number and percentage of employees of each sex involved in strikes: By localities (p. 206). — This table presents facts similar to those in Table 9, classified by cities and towns.

Table 12. — Number of strikes, classified by number of strikers and number of employees affected (p. 207). — This table shows number of strikes classified by the number of strikers and by the total number of employees affected by the strike.

Table 13. — Number and percentage of strikes due wholly or partly to specified cause (p. 208). — This table shows the number and percentage of strikes and establishments and strikers involved in strikes due solely to each cause, and also strikes in which each cause was only a partial or contributing cause. Strikes resulting from two or more causes have been counted under each of those causes combined with various other causes, — thus, for example, strikes for increase in wages and reduction in hours have been included in the cause "for increase in wages combined with other causes," and also in the cause "for reduction in hours combined with other causes," as such strikes were due in part to both of these causes.

Table 14. — Number and percentage of establishments and strikers involved in strikes due wholly or partly to specified cause: By industries (pp. 209-211). — This table shows the number and percentage of establishments and strikers involved in strikes due wholly or partly to each cause, classified by industries. See also explanation of Table 13.

Table 15. — Number of strikers by sex and number of working days lost in strikes due wholly or partly to specified cause ordered by labor organizations and not so ordered (p. 212). — This table shows the number of strikers by sex — and the number of working days lost — in strikes ordered by labor organizations and those not so ordered, classified by causes.

Table 16. — Establishments, strikers, other employees thrown out of work, and working days lost: By duration in working days (p. 213). — This table presents facts similar to those in Table 1, classified by duration in working days.

Table 17. — Duration of strikes, number and percentage of establishments closed, and average days closed: By industries (p. 214). — This table shows, by industries, the total duration of strikes in working days, the average duration of strikes per establishment in working days, the number of establishments closed on account of strikes, the percentage of establishments in which strikes occurred which were closed by strikes, the total number of days the establishments were closed, and the average number of days closed per establishment.

Table 18. — Duration of strikes, number and percentage of establishments closed, and average days closed: By localities (p. 215). — This table presents facts similar to those in Table 17, by localities.

Table 19. — Number of establishments and strikers involved in strikes ordered by labor organizations and not so ordered: By duration (p. 216). — This table presents the number of establishments and strikers in strikes ordered by labor organizations and in strikes not so ordered, classified by duration.

Table 20. — Percentage of establishments involved in strikes: By duration and the number of strikers (p. 216). — This table shows the relative duration of large and small strikes by presenting by duration the percentage of the entire number of establishments involved in the strikes of different degrees of magnitude which lasted one week, two weeks, etc.

Table 21. — Results of strikes ordered by labor organizations and not so ordered: By industries (p. 217). — This table shows by industries the percentage of establishments in which strikes ordered by labor organizations succeeded, partly succeeded, and failed, and the percentage of establishments in which strikes not ordered by labor organizations succeeded, partly succeeded, and failed.

Table 22. — Results obtained by strikers in strikes ordered by labor organizations and not so ordered: By industries (p. 218). — This

table presents facts relating to strikers similar to those presented in Table 21, for establishments.

Table 23. — Results of strikes due wholly or partly to specified cause (p. 219). — In this table is shown by causes (single and combined)¹ the number of strikes, establishments, and strikers, and the percentage of establishments and strikers successful, partly successful, and unsuccessful.

Table 24. — Results of strikes: By number of strikers (p. 220). — This table presents the percentage of success in establishments, classified by the number of strikers in each establishment.

Table 25. — Results of strikes ordered by labor organizations and not so ordered: By number of strikers (p. 220). — This table presents the percentage of success in establishments involved in strikes which were ordered by labor organizations and not so ordered, classified by the number of strikers in each establishment.

Table 26. — Results of strikes: By duration (p. 221). — This table shows the number of establishments and strikers in strikes which succeeded, partly succeeded, and failed, classified by duration in working days.

Table 27. — Results of single and general strikes: By industries (pp. 222, 223). — This table presents by results of strikes the number and percentage of establishments involved in single and general strikes, classified by industries.

Table 28. — Number of establishments and strikers in strikes settled by the different methods: By industries (pp. 224, 225). — This table presents the number of establishments and strikers in disputes settled by the different methods, classified by cities and towns.

Table 29. — Detailed statement of principal strikes reported during 1909 (pp. 226-247). — This table presents details for the principal strikes which occurred during the year 1909. The strikes are classified by the industries in which they occurred, and the arrangement under each industry is chronological. The particulars given for each strike are: Occupations of strikers, locality, whether or not ordered by labor organization, number of establishments involved, number of establishments closed, dates of beginning and ending, duration in working days, number of strikers, number of employees involuntarily thrown out of work, number of working days lost, whether or not strike succeeded, and the method of settlement.

¹ See explanation to Table 13.

TABLE 1. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost, 1881-1909.*¹

YEARS.	Number of Strikes	Number of Establishments Affected	NUMBER OF EMPLOYEES INVOLVED			Approximate Number of Working Days Lost ²
			Strikers	Other Employees Thrown out of Work	Totals	
1881,	15	35	1,538	806	2,344	-
1882,	26	78	4,781	7,458	12,239	-
1883,	27	45	2,629	1,866	4,495	-
1884,	40	48	3,167	8,563	11,730	-
1885,	53	109	7,103	15,358	22,461	-
1886,	151	836	33,274	10,688	43,962	-
1887,	142	456	20,045	10,842	30,887	-
1888,	100	172	7,725	5,922	13,647	-
1889,	130	288	17,244	11,404	28,648	-
1890,	158	566	15,542	4,523	20,065	-
1891,	145	244	9,611	2,272	11,883	-
1892,	162	555	14,926	3,031	17,957	-
1893,	175	383	8,253	5,267	13,520	-
1894,	131	294	44,245	15,534	59,779	-
1895,	74	223	12,241	3,522	15,763	-
1896,	46	98	3,271	3,336	6,607	-
1897,	65	167	6,529	2,695	9,224	-
1898,	43	90	20,547	9,404	29,951	-
1899,	77	409	8,401	4,210	12,611	-
1900,	79	512	12,024	4,524	16,548	-
1901,	258	954	22,224	4,990	27,214	-
1902,	245	1,733	28,659	12,653	41,312	-
1903,	255	986	38,570	11,315	49,885	1,514,136
1904,	202	1,050	42,843	4,956	47,799	4,044,146
1905,	201	536	10,429	5,436	15,865	161,355
1906,	213	699	17,320	9,418	26,738	372,672
1907,	236	440	16,479	11,186	27,665	452,912
1908,	98	473	8,007	14,539	22,546	325,015
1909,	183	477	12,456	9,107	21,563	228,363
Totals,	3,730	12,986	450,083	214,825	664,908	7,098,599

¹ The statistics for the years 1881 to 1902 were compiled from the tabulation sheets of the United States Bureau of Labor, Department of Commerce and Labor.

² The total in this column is only for the years 1903-1909.

TABLE 2. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	Number of Strikes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	33	245	2,855	304	3,159	29,342
Building and street labor,	14	35	536	163	699	6,370
Stone working,	8	10	213	93	306	2,058
Clothing.						
Boots and shoes,	45	68	2,186	5,460	7,646	49,296
Garments,	15	24	314	48	362	2,060
Hats and caps,	3	3	101	-	101	2,430
Food, Liquors, and Tobacco.						
Food products,	2	18	128	-	128	837
Liquors,	2	2	75	-	75	200
Leather and Rubber Goods.						
Rubber and gutta percha goods, . .	3	3	48	25	73	355
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	5	7	360	52	412	3,400
Miscellaneous metal manufactures, .	2	2	13	-	13	18
Public Employment.						
State employees,	1	1	6	-	6	6
Municipal employees,	1	1	4	-	4	28
Restaurants and Trade.						
Hotels and restaurants,	2	2	19	-	19	180
Trade,	1	5	37	-	37	30
Textiles.						
Bleaching, dyeing, and printing, . .	2	2	45	-	45	150
Cotton goods,	7	7	2,051	2,358	4,409	13,345
Flax, hemp, and jute goods,	3	3	2,390	214	2,604	109,064
Hosiery and knit goods,	1	1	20	-	20	980
Woolen and worsted goods,	11	11	279	70	349	2,531
Other textiles,	3	3	103	157	260	1,650
Transportation.						
Railroads,	6	6	332	8	340	841
Teaming,	1	1	15	-	15	75
Wooden Manufactures.						
Wooden manufactures,	5	10	141	73	214	1,693
Miscellaneous.						
Chemicals,	2	2	88	32	120	406
Paper and paper goods,	3	3	53	50	103	624
Theatres and music,	1	1	20	-	20	340
Water, light, and power,	1	1	24	-	24	24
All Industries,	183	477	12,456	9,107	21,563	228,353

TABLE 3. — *Percentage of Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Industries.*

INDUSTRIES.	PERCENTAGES OF —					Working Days Lost
	Strikes	Es- tablish- ments	EMPLOYEES INVOLVED			
			Strikers	Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	18.03	51.36	22.92	3.34	14.65	12.85
Building and street labor,	7.65	7.34	4.30	1.79	3.24	2.79
Stone working,	4.37	2.09	1.71	1.02	1.42	0.90
Clothing.						
Boots and shoes,	24.59	14.25	17.55	59.95	35.46	21.59
Garments,	8.20	5.03	2.52	0.53	1.68	0.90
Hats and caps,	1.64	0.63	0.81	—	0.47	1.06
Food, Liquors, and Tobacco.						
Food products,	1.09	3.77	1.03	—	0.59	0.37
Liquors,	1.09	0.42	0.60	—	0.35	0.09
Leather and Rubber Goods.						
Rubber and gutta percha goods, . .	1.64	0.63	0.39	0.28	0.34	0.17
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	2.73	1.47	2.89	0.57	1.91	1.49
Miscellaneous metal manufactures, .	1.09	0.42	0.10	—	0.06	0.01
Public Employment.						
State employees,	0.55	0.21	0.05	—	0.03	— ¹
Municipal employees,	0.55	0.21	0.03	—	0.02	0.01
Restaurants and Trade.						
Hotels and restaurants,	1.09	0.42	0.15	—	0.09	0.08
Trade,	0.55	1.05	0.30	—	0.17	0.01
Textiles.						
Bleaching, dyeing, and printing, . .	1.09	0.42	0.36	—	0.21	0.07
Cotton goods,	3.82	1.47	16.47	25.89	20.45	5.84
Flax, hemp, and jute goods,	1.64	0.63	19.19	2.35	12.07	47.76
Hosiery and knit goods,	0.55	0.21	0.16	—	0.09	0.43
Woolen and worsted goods,	6.01	2.31	2.24	0.77	1.62	1.11
Other textiles,	1.64	0.63	0.83	1.72	1.20	0.72
Transportation.						
Railroads,	3.28	1.26	2.67	0.09	1.58	0.37
Teaming,	0.55	0.21	0.12	—	0.07	0.03
Wooden Manufactures.						
Wooden manufactures,	2.73	2.09	1.13	0.80	0.99	0.74
Miscellaneous.						
Chemicals,	1.09	0.42	0.71	0.35	0.56	0.18
Paper and paper goods,	1.64	0.63	0.42	0.55	0.48	0.27
Theatres and music,	0.55	0.21	0.16	—	0.09	0.15
Water, light, and power,	0.55	0.21	0.19	—	0.11	0.01
All Industries,	100.00	100.00	100.00	100.00	100.00	100.00

¹ Less than one one-hundredth of one per cent.

TABLE 4. — *Attack Strikes.*

INDUSTRIES.	Number of Disputes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	33	245	2,855	304	3,159	29,342
Building and street labor,	14	35	536	163	699	6,370
Stone working,	7	9	179	93	272	1,922
Clothing.						
Boots and shoes,	35	58	1,889	4,781	6,670	46,004
Garments,	9	18	205	11	216	985
Hats and caps,	1	1	14	-	14	126
Food, Liquors, and Tobacco.						
Food products,	1	17	124	-	124	833
Liquors,	1	1	10	-	10	70
Leather and Rubber Goods.						
Rubber and gutta percha,	2	2	16	25	41	337
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	5	7	360	52	412	3,400
Miscellaneous metal manufactures, .	1	1	5	-	5	10
Public Employment.						
State employees,	1	1	6	-	6	6
Municipal employees,	-	-	-	-	-	-
Restaurants and Trade.						
Hotels and restaurants,	2	2	19	-	19	180
Trade,	1	5	37	-	37	30
Textiles.						
Bleaching, dyeing, and printing, . .	1	1	15	-	15	45
Cotton goods,	5	5	2,022	2,346	4,368	13,040
Flax, hemp, and jute goods,	-	-	-	-	-	-
Hosiery and knit goods,	1	1	20	-	20	980
Woolen and worsted goods,	10	10	220	70	290	1,410
Other textiles,	2	2	78	104	182	1,376
Transportation.						
Railroads,	6	6	332	8	340	841
Teaming,	1	1	15	-	15	75
Wooden Manufactures.						
Wooden manufactures,	5	10	141	73	214	1,693
Miscellaneous.						
Chemicals,	1	1	70	-	70	70
Paper and paper goods,	3	3	53	50	103	624
Theatres and music,	1	1	20	-	20	340
Water, light, and power,	-	-	-	-	-	-
All Industries,	149	443	9,241	8,080	17,321	110,109

TABLE 5. — *Defense Strikes.*

INDUSTRIES.	Number of Disputes	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
Building and Stone Working.						
Building trades,	-	-	-	-	-	-
Building and street labor,	-	-	-	-	-	-
Stone working,	1	1	34	-	34	136
Clothing.						
Boots and shoes,	10	10	297	679	976	3,292
Garments,	6	6	109	37	146	1,075
Hats and caps,	2	2	87	-	87	2,304
Food, Liquors, and Tobacco.						
Food products,	1	1	4	-	4	4
Liquors,	1	1	65	-	65	130
Leather and Rubber Goods.						
Rubber and gutta percha goods,	1	1	32	-	32	48
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	-	-	-	-	-	-
Miscellaneous metal manufactures,	1	1	8	-	8	8
Public Employment.						
State employees,	-	-	-	-	-	-
Municipal employees,	1	1	4	-	4	28
Restaurants and Trade.						
Hotels and restaurants,	-	-	-	-	-	-
Trade,	-	-	-	-	-	-
Textiles.						
Bleaching, dyeing, and printing,	1	1	30	-	30	105
Cotton goods,	2	2	29	12	41	305
Flax, hemp, and jute goods,	3	3	2,390	214	2,604	109,064
Hosiery and knit goods,	-	-	-	-	-	-
Woolen and worsted goods,	1	1	59	-	59	1,121
Other textiles,	1	1	25	53	78	274
Transportation.						
Railroads,	-	-	-	-	-	-
Teaming,	-	-	-	-	-	-
Wooden Manufactures.						
Wooden manufactures,	-	-	-	-	-	-
Miscellaneous.						
Chemicals,	1	1	18	32	50	336
Paper and paper goods,	-	-	-	-	-	-
Theatres and music,	-	-	-	-	-	-
Water, light, and power,	1	1	24	-	24	24
All Industries,	34	34	3,215	1,027	4,242	118,254

TABLE 6. — *Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Localities.*

LOCALITIES.	Number of Strikes ¹	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
The State.	183	477	12,456	9,107	21,563	228,363
Adams,	2	2	45	-	45	265
Amesbury,	2	2	67	-	67	349
Arlington,	-	1	8	3	11	28
BEVERLY,	3	4	116	-	116	1,191
BOSTON,	31 ²	130	2,285	343	2,628	29,630
Braintree,	1	1	100	-	100	1,100
Bridgewater,	1	1	260	-	260	2,415
BROCKTON,	8	12	529	1,480	2,009	9,995
Brookline,	-	7	37	-	37	282
CAMBRIDGE,	2	8	102	68	170	1,413
CHELSEA,	4	7	189	-	189	529
Chester,	1	1	75	-	75	1,275
CHICOPEE,	1	1	25	-	25	25
Concord,	1	1	5	-	5	5
Douglas,	1	1	32	17	49	686
Dracut,	1	1	5	-	5	10
Dudley,	1	1	40	-	40	80
Easthampton,	2	2	45	-	45	150
East Longmeadow,	1	3	6	63	69	414
EVERETT,	-	1	9	-	9	5
FALL RIVER,	5	5	2,007	2,346	4,353	13,075
FITCHBURG,	3	3	69	51	120	1,103
Framingham,	3	3	178	558	736	4,320
Gardner,	3	3	63	2	65	125
GLOUCESTER,	1	7	44	-	44	264
Grafton,	2	2	38	4	42	117
Great Barrington,	1	1	8	-	8	156
HAVERHILL,	5	30	192	293	485	4,154
HOLYOKE,	4	6	228	29	257	2,312
Hudson,	2	2	12	25	37	210
LAWRENCE,	2	44	200	-	200	269
Lee,	1	1	6	50	56	336
Leominster,	1	1	11	-	11	22
LOWELL,	3	3	55	-	55	391
Ludlow,	2	2	2,365	214	2,579	108,989
LYNN,	19 ³	35	500	2,023	2,523	17,446
MALDEN,	1	3	28	-	28	65

¹ General strikes involving more than one city or town have been tabulated under the locality most affected. Statistics of establishments, strikers, employees thrown out of work, and working days lost, have been tabulated under the specific locality in which the establishments were located.

² Four of these strikes involved establishments located in Arlington, Brookline, Cambridge, Chelsea, Everett, Malden, Milton, and Revere.

³ One of these strikes included four establishments located in Salem employing 18 strikers.

TABLE 6.—*Strikes, Establishments Involved, Strikers, Other Employees Thrown out of Work, and Working Days Lost : By Localities—Concluded.*

LOCALITIES.	Number of Strikes ¹	Number of Establish- ments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
			Strikers	Other Employees Thrown out of Work	Totals	
The State—Con.						
Marblehead,	1	1	26	8	34	162
MARLBOROUGH,	2	9	129	4	133	559
Milford,	2	2	118	30	148	698
Milton,	—	2	10	—	10	23
Monson,	1	1	20	48	68	184
Nantucket,	2	2	160	—	160	560
NEW BEDFORD,	6	33	362	108	470	3,217
NEWBURYPORT,	1	1	58	—	58	1,044
NORTH ADAMS,	2	2	82	—	82	609
NORTHAMPTON,	2	2	25	—	25	985
North Attleborough,	1	1	5	—	5	10
North Brookfield,	3	3	49	—	49	225
Palmer,	1	1	48	—	48	48
PITTSFIELD,	11	29	364	65	429	3,400
Revere,	—	1	14	—	14	7
Rowe,	1	1	70	—	70	70
Rowley,	1	1	8	—	8	48
SALEM,	3	9	167	86	253	1,425
Saugus,	1	1	4	—	4	28
SPRINGFIELD,	2	2	28	32	60	686
Stoneham,	1	1	32	—	32	1,227
Stoughton,	1	1	32	—	32	48
Uxbridge,	4	4	86	18	104	497
WALTHAM,	1	1	21	12	33	149
Wendell,	1	1	120	30	150	300
Westborough,	1	1	6	—	6	6
Westfield,	1	1	75	6	81	81
Weymouth,	1	1	40	149	189	756
Whitman,	1	1	8	862	870	4,414
Winchendon,	1	1	8	—	8	8
WORCESTER,	6	22	297	80	377	3,688

¹ See footnote 1 on page 200.

TABLE 7. — *Strikes and Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	STRIKES				ESTABLISHMENTS INVOLVED IN STRIKES			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages
Building and Stone Working.								
Building trades,	28	84.85	5	15.15	232	94.69	13	5.31
Building and street labor, . .	3	21.43	11	78.57	24	68.57	11	31.43
Stone working,	6	75.00	2	25.00	8	80.00	2	20.00
Clothing.								
Boots and shoes,	32	71.11	13	28.89	55	80.88	13	19.12
Garments,	4	30.77	9	69.23	4	30.77	9	69.23
Hats and caps,	2	66.67	1	33.33	2	66.67	1	33.33
Food, Liquors, and Tobacco.								
Food products,	2	100.00	-	-	18	100.00	-	-
Liquors,	2	100.00	-	-	2	100.00	-	-
Leather and Rubber Goods.								
Rubber and gutta percha goods,	-	-	3	100.00	-	-	3	100.00
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures, .	3	60.00	2	40.00	5	71.43	2	28.57
Miscellaneous metal manufactures,	-	-	2	100.00	-	-	2	100.00
Public Employment.								
State employees,	-	-	1	100.00	-	-	1	100.00
Municipal employees,	-	-	1	100.00	-	-	1	100.00
Restaurants and Trade.								
Hotels and restaurants, . . .	2	100.00	-	-	2	100.00	-	-
Trade,	1	100.00	-	-	5	100.00	-	-
Textiles.								
Bleaching, dyeing, and printing,	-	-	2	100.00	-	-	2	100.00
Cotton goods,	1	14.29	6	85.71	1	14.29	6	85.71
Flax, hemp, and jute goods, .	-	-	3	100.00	-	-	3	100.00
Hosiery and knit goods, . . .	-	-	1	100.00	-	-	1	100.00
Woolen and worsted goods, . .	-	-	11	100.00	-	-	11	100.00
Other textiles,	-	-	3	100.00	-	-	3	100.00
Transportation.								
Railroads,	1	16.67	5	83.33	1	16.67	5	83.33
Teaming,	1	100.00	-	-	1	100.00	-	-
Wooden Manufactures.								
Wooden manufactures,	3	60.00	2	40.00	8	80.00	2	20.00
Miscellaneous.								
Chemicals,	-	-	2	100.00	-	-	2	100.00
Paper and paper goods, . . .	1	33.33	2	66.67	1	33.33	2	66.67
Theatres and music,	1	100.00	-	-	1	100.00	-	-
Water, light, and power, . . .	-	-	1	100.00	-	-	1	100.00
All Industries,	93	51.38	88	48.62	370	79.40	96	20.60

TABLE 8. — *Strikers and Other Employees Thrown out of Work in Establishments Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	STRIKERS IN STRIKES —				OTHER EMPLOYEES THROWN OUT OF WORK BY STRIKES —			
	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS	
	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages	Num-ber	Percent-ages
Building and Stone Working.								
Building trades,	2,711	94.96	144	5.04	304	100.00	-	-
Building and street labor, . .	173	32.28	363	67.72	131	80.37	32	19.63
Stone working,	147	69.01	66	30.99	93	100.00	-	-
Clothing.								
Boots and shoes,	1,763	80.65	423	19.35	4,523	82.84	937	17.16
Garments,	46	22.55	158	77.45	-	-	48	100.00
Hats and caps,	89	88.12	12	11.88	-	-	-	-
Food, Liquors, and Tobacco.								
Food products,	128	100.00	-	-	-	-	-	-
Liquors,	75	100.00	-	-	-	-	-	-
Leather and Rubber Goods.								
Rubber and gutta percha goods,	-	-	48	100.00	-	-	25	100.00
Metals, Machinery, and Shipbuilding.								
Iron and steel manufactures, .	295	81.94	65	18.06	35	67.31	17	32.69
Miscellaneous metal manufactures,	-	-	13	100.00	-	-	-	-
Public Employment.								
State employees,	-	-	6	100.00	-	-	-	-
Municipal employees,	-	-	4	100.00	-	-	-	-
Restaurants and Trade.								
Hotels and restaurants,	19	100.00	-	-	-	-	-	-
Trade,	37	100.00	-	-	-	-	-	-
Textiles.								
Bleaching, dyeing, and printing,	-	-	45	100.00	-	-	-	-
Cotton goods,	1,680	81.91	371	18.09	2,129	90.29	229	9.71
Flax, hemp, and jute goods, . .	-	-	2,390	100.00	-	-	214	100.00
Hosiery and knit goods,	-	-	20	100.00	-	-	-	-
Woolen and worsted goods, . . .	-	-	279	100.00	-	-	70	100.00
Other textiles,	-	-	103	100.00	-	-	157	100.00
Transportation.								
Railroads,	58	17.47	274	82.53	8	100.00	-	-
Teaming,	15	100.00	-	-	-	-	-	-
Wooden Manufactures.								
Wooden manufactures,	96	68.09	45	31.91	73	100.00	-	-
Miscellaneous.								
Chemicals,	-	-	88	100.00	-	-	32	100.00
Paper and paper goods,	6	11.32	47	88.68	50	100.00	-	-
Theatres and music,	20	100.00	-	-	-	-	-	-
Water, light, and power,	-	-	24	100.00	-	-	-	-
All Industries,	7,358	59.60	4,988	40.40	7,346	80.66	1,761	19.34

TABLE 9. — *Number and Percentage of Employees of Each Sex Striking : By Industries.*

INDUSTRIES.	STRIKERS			
	MALES		FEMALES	
	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.				
Building trades,	2,855	100.00	-	-
Building and street labor,	536	100.00	-	-
Stone working,	213	100.00	-	-
Clothing.				
Boots and shoes,	1,520	69.53	666	30.47
Garments,	198	63.06	116	36.94
Hats and caps,	55	54.46	46	45.54
Food, Liquors, and Tobacco.				
Food products,	128	100.00	-	-
Liquors,	75	100.00	-	-
Leather and Rubber Goods.				
Rubber and gutta percha goods,	41	85.42	7	14.58
Metals, Machinery, and Shipbuilding.				
Iron and steel manufactures,	360	100.00	-	-
Miscellaneous metal manufactures,	5	38.46	8	61.54
Public Employment.				
State employees,	6	100.00	-	-
Municipal employees,	4	100.00	-	-
Restaurants and Trade.				
Hotels and restaurants,	19	100.00	-	-
Trade,	34	91.89	3	8.11
Textiles.				
Bleaching, dyeing, and printing,	45	100.00	-	-
Cotton goods,	1,081	52.71	970	47.29
Flax, hemp, and jute goods,	878	36.74	1,512	63.26
Hosiery and knit goods,	-	-	29	100.00
Woolen and worsted goods,	187	67.03	92	32.97
Other textiles,	63	61.17	40	38.83
Transportation.				
Railroads,	332	100.00	-	-
Teaming,	15	100.00	-	-
Wooden Manufactures.				
Wooden manufactures,	141	100.00	-	-
Miscellaneous.				
Chemicals,	70	79.55	18	20.45
Paper and paper goods,	13	24.53	40	75.47
Theatres and music,	20	100.00	-	-
Water, light, and power,	24	100.00	-	-
All Industries,	8,918	71.60	3,538	28.40

TABLE 10. — *Number of Employees of Each Sex Before Strike in Establishments in which Strike Occurred, and Number and Percentage of Employees of Each Sex Striking: By Industries.*

INDUSTRIES.	MALES			FEMALES		
	Employ- ees Before Strike	Strikers	Percent- ages of Employ- ees Striking	Employ- ees Before Strike	Strikers	Percent- ages of Employ- ees Striking
Building and Stone Working.						
Building trades,	4,888	2,855	58.41	—	—	—
Building and street labor,	1,332	536	40.24	—	—	—
Stone working,	934	213	22.81	—	—	—
Clothing.						
Boots and shoes,	16,702	1,520	9.10	8,604	666	7.74
Garments,	299	198	66.22	256	116	45.31
Hats and caps,	282	55	19.50	164	46	28.05
Food, Liquors, and Tobacco.						
Food products,	131	128	97.71	—	—	—
Liquors,	130	75	57.69	—	—	—
Leather and Rubber Goods.						
Rubber and gutta percha goods,	644	41	6.37	381	7	1.84
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	2,101	360	17.13	9	—	—
Miscellaneous metal manufactures,	150	5	3.33	470	8	1.70
Public Employment.						
State employees,	6	6	100.00	—	—	—
Municipal employees,	21	4	19.05	—	—	—
Restaurants and Trade.						
Hotels and restaurants,	25	19	76.00	3	—	—
Trade,	165	34	20.61	32	3	9.38
Textiles.						
Bleaching, dyeing, and printing,	567	45	7.94	567	—	—
Cotton goods,	4,298	1,081	25.15	4,319	970	22.46
Flax, hemp, and jute goods,	2,514	878	34.92	3,069	1,512	49.27
Hosiery and knit goods,	—	—	—	44	20	45.45
Woolen and worsted goods,	2,398	187	7.80	1,737	92	5.30
Other textiles,	128	63	49.22	138	40	28.99
Transportation.						
Railroads,	453	332	73.29	1	—	—
Teaming,	30	15	50.00	—	—	—
Wooden Manufactures.						
Wooden manufactures,	1,533	141	9.17	354	—	—
Miscellaneous.						
Chemicals,	378	70	18.52	153	18	11.76
Paper and paper goods,	250	13	5.00	135	40	29.63
Theatres and music,	25	20	80.00	—	—	—
Water, light, and power,	25	24	96.00	—	—	—
All Industries,	40,424	8,918	22.06	20,466	3,538	17.29

TABLE 11. — *Number and Percentage of Employees of Each Sex Involved in Strikes: By Localities.*

LOCALITIES.	EMPLOYEES AFFECTED BY STRIKE			
	MALES		FEMALES	
	Number	Percent-ages	Number	Percent-ages
The State.	15,053	69.83	6,505	30.17
Adams,	5	11.11	40	88.89
Amesbury,	67	100.00	—	—
Arlington,	11	100.00	—	—
BEVERLY,	116	100.00	—	—
Boston,	2,407	91.59	221	8.41
Braintree,	100	100.00	—	—
Bridgewater,	150	57.69	110	42.31
BROCKTON,	1,508	75.06	501	24.94
Brookline,	37	100.00	—	—
CAMBRIDGE,	136	80.00	34	20.00
CHELSEA,	185	97.88	4	2.12
Chester,	75	100.00	—	—
CHICOPPEE,	25	100.00	—	—
Concord,	5	100.00	—	—
Douglas,	49	100.00	—	—
Dracut,	5	100.00	—	—
Dudley,	40	100.00	—	—
Easthampton,	45	100.00	—	—
East Longmeadow,	69	100.00	—	—
EVERETT,	9	100.00	—	—
FALL RIVER,	2,167	49.78	2,186	50.22
FITCHBURG,	62	51.67	58	48.33
Framingham,	543	73.78	193	26.22
Gardner,	65	100.00	—	—
GLOUCESTER,	44	100.00	—	—
Grafton,	41	97.62	1	2.38
Great Barrington,	8	100.00	—	—
HAVERHILL,	402	82.89	83	17.11
HOLYOKE,	233	90.66	24	9.34
Hudson,	27	72.97	10	27.03
LAWRENCE,	200	100.00	—	—
Lee,	6	10.71	50	89.29
Leominster,	11	100.00	—	—
LOWELL,	50	90.91	5	9.09
Ludlow,	944	36.60	1,635	63.40
LYNN,	1,750	69.36	773	30.64
MALDEN,	28	100.00	—	—
Marblehead,	34	100.00	—	—
MARLBOROUGH,	133	100.00	—	—
Milford,	148	100.00	—	—
Milton,	10	100.00	—	—
Monson,	52	76.47	16	23.53
Nantucket,	160	100.00	—	—
NEW BEDFORD,	396	84.26	74	15.74
NEWBURYPORT,	58	100.00	—	—
NORTH ADAMS,	62	75.61	20	24.39
NORTHAMPTON,	5	20.00	20	80.00
North Attleborough,	5	100.00	—	—
North Brookfield,	24	48.98	25	51.02
Palmer,	48	100.00	—	—
PITTSFIELD,	429	100.00	—	—
Revere,	14	100.00	—	—
Rowe,	70	100.00	—	—
Rowley,	8	100.00	—	—
SALEM,	202	79.84	51	20.16
Saugus,	4	100.00	—	—
SPRINGFIELD,	15	25.00	45	75.00
Stoneham,	32	100.00	—	—
Stoughton,	32	100.00	—	—
Uxbridge,	66	63.46	38	36.54
WALTHAM,	33	100.00	—	—
Wendell,	150	100.00	—	—
Westborough,	6	100.00	—	—
Westfield,	81	100.00	—	—
Weymouth,	116	61.38	73	38.62
Whitman,	659	75.75	211	24.25
Winchendon,	8	100.00	—	—
WORCESTER,	373	98.94	4	1.06

TABLE 12. — *Number of Strikes, Classified by Number of Strikers and Number of Employees Affected.*

NUMBER OF STRIKERS.	Number of Strikes	TOTAL NUMBER OF EMPLOYEES AFFECTED. ¹	Number of Strikes
Less than 26,	98	Less than 26,	80
26 to 50,	38	26 to 50,	39
51 to 100,	28	51 to 100,	32
101 to 200,	10	101 to 200,	13
201 to 300,	4	201 to 300,	7
301 to 400,	1	301 to 400,	2
401 to 500,	1	401 to 500,	2
501 to 600,	1	601 to 700,	2
1,601 to 1,700,	1	701 to 800,	1
2,201 to 2,300,	1	801 to 900,	2
Total,	133	1,601 to 1,700,	1
		2,201 to 2,300,	1
		3,000 and over, ²	1
		Total,	133

¹ Includes strikers and other employees thrown out of work.² 3,809.

TABLE 13. — *Number and Percentage of Strikes Due Wholly or Partly to Specified Cause.*¹

CAUSES OR OBJECTS.	STRIKES (Total Strikes, 183)		ESTABLISHMENTS (Total Estab- lishments, 477)		STRIKERS (Total Strikers, 12,456)	
	Num- ber	Percent- ages	Num- ber	Percent- ages	Num- ber	Percent- ages
Wages.	88	42.52	203	34.94	8,315	60.36
<i>Wages Combined with Other Causes,</i>	<i>19</i>	<i>9.18</i>	<i>84</i>	<i>14.46</i>	<i>1,197</i>	<i>8.69</i>
For increase,	76	36.72	191	32.88	5,781	41.97
For increase combined with other causes,	17	8.21	82	14.12	1,103	8.01
Against decrease,	6	2.90	6	1.03	2,343	17.01
System of payment,	1	0.48	1	0.17	30	0.22
System of payment combined with other causes,	2	0.97	2	0.34	94	0.68
Readjustment of rates,	3	1.45	3	0.52	53	0.38
Other,	2	0.97	2	0.34	108	0.78
Hours of Labor.	10	4.83	72	12.39	880	6.39
<i>Hours Combined with Other Causes,</i>	<i>2</i>	<i>0.97</i>	<i>22</i>	<i>3.79</i>	<i>367</i>	<i>2.66</i>
For decrease,	7	3.38	69	11.88	627	4.55
For decrease combined with other causes,	2	0.97	22	3.79	367	2.66
Against increase,	1	0.48	1	0.17	13	0.10
Other,	2	0.97	2	0.34	240	1.74
Employment of Particular Classes of Persons.	18	8.70	18	3.10	640	4.65
<i>Employment of Particular Classes of Persons Combined with Other Causes,</i>	<i>6</i>	<i>2.90</i>	<i>6</i>	<i>1.03</i>	<i>98</i>	<i>0.71</i>
Against employment of apprentices (not involving trade union rules),	1	0.48	1	0.17	15	0.11
For reinstatement of discharged employees,	9	4.35	9	1.55	281	2.04
For reinstatement of discharged employees combined with other causes,	4	1.93	4	0.69	60	0.43
Against employment of certain officials,	8	3.87	8	1.38	344	2.50
Against employment of certain officials combined with other causes,	2	0.97	2	0.34	38	0.28
Working Conditions.	16	7.72	16	2.75	503	3.65
<i>Working Conditions Combined with Other Causes,</i>	<i>1</i>	<i>0.48</i>	<i>1</i>	<i>0.17</i>	<i>18</i>	<i>0.13</i>
For change in existing arrangements,	5	2.41	5	0.86	99	0.72
For change in existing arrangements combined with other causes,	1	0.48	1	0.17	18	0.13
Against change in existing arrangements,	6	2.90	6	1.03	289	2.10
Other,	5	2.41	5	0.86	115	0.83
Trade Unionism.	22	10.62	48	8.26	656	4.76
<i>Trade Unionism Combined with Other Causes,</i>	<i>19</i>	<i>9.18</i>	<i>79</i>	<i>13.60</i>	<i>881</i>	<i>6.40</i>
For closed shop,	16	7.72	26	4.47	335	2.43
For closed shop combined with other causes,	7	3.38	22	3.79	307	2.23
Recognition of union combined with other causes,	9	4.35	48	8.26	414	3.01
Apprentice rules combined with other causes,	1	0.48	5	0.86	34	0.25
Other union rules,	6	2.90	22	3.79	321	2.33
Other union rules combined with other causes,	2	0.97	4	0.69	126	0.91
Sympathy.	5	2.41	16	2.75	143	1.04
<i>Sympathy Combined with Other Causes,</i>	<i>1</i>	<i>0.48</i>	<i>16</i>	<i>2.75</i>	<i>77</i>	<i>0.56</i>

¹ The totals printed in italics in the box headings are the actual totals obtained by counting each strike, striker, and establishment but once. For an explanation of the method of computing the percentages in this table, see page 134.

TABLE 14. — *Number and Percentage of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Building and Stone Working.				
<i>Building Trades,</i>	297	100.00	3,486	100.00
For increase in wages,	113	38.05	1,244	35.69
For increase in wages combined with other causes,	51	17.17	619	17.76
For decrease in hours of labor,	58	19.53	502	14.40
For decrease in hours combined with other causes,	22	7.41	367	10.53
Hours — other,	1	0.34	185	5.31
For reinstatement of discharged employees combined with other causes,	1	0.34	12	0.34
Against employment of certain officials,	1	0.34	7	0.20
For closed shop,	6	2.02	75	2.15
For closed shop combined with other causes,	18	6.06	186	5.34
Recognition of union combined with other causes,	7	2.35	44	1.26
Apprentice rules combined with other causes,	5	1.68	34	0.97
Other union rules,	1	0.34	85	2.44
Sympathy,	13	4.37	126	3.61
<i>Building and Street Labor,</i>	53	100.00	660	100.00
For increase in wages,	14	26.41	267	40.45
For increase in wages combined with other causes,	2	3.77	47	7.12
For decrease in hours of labor,	1	1.89	20	3.03
Against employment of certain officials,	1	1.89	120	18.18
For closed shop,	1	1.89	5	0.76
Recognition of union combined with other causes,	18	33.96	124	18.79
Sympathy combined with other causes,	16	30.19	77	11.67
<i>Stone Working,</i>	10	100.00	213	100.00
For increase in wages,	4	40.00	13	6.11
Against decrease in wages,	1	10.00	34	15.96
Against employment of certain officials,	3	30.00	150	70.42
Union rules — other,	2	20.00	16	7.51
Clothing.				
<i>Boots and Shoes,</i>	94	100.00	2,489	100.00
For increase in wages,	28	29.79	1,438	57.78
For increase in wages combined with other causes,	25	26.59	297	11.93
Readjustment of rates,	1	1.06	3	0.12
Other wage causes,	1	1.06	38	1.53
Against increase in hours of labor,	1	1.06	13	0.52
For reinstatement of discharged employees,	3	3.20	130	5.22
For reinstatement combined with other causes,	1	1.06	6	0.24
Against employment of certain officials combined with other causes,	1	1.06	6	0.24
For change in working conditions,	3	3.20	76	3.05
Against change in working conditions,	3	3.20	124	4.98
Other working conditions,	1	1.06	40	1.61
Recognition of union combined with other causes,	22	23.40	188	7.55
Other union rules,	1	1.06	21	0.85
Other union rules combined with other causes,	3	3.20	109	4.38
<i>Garments,</i>	24	100.00	314	100.00
For increase in wages,	4	16.66	72	22.93
Against decrease in wages,	1	4.17	5	1.59
Readjustment of rates,	1	4.17	42	13.38
For reinstatement of discharged employees,	4	16.66	62	19.74
For change in working conditions,	1	4.17	3	0.96
For closed shop,	13	54.17	130	41.40
<i>Hats and Caps,</i>	4	100.00	115	100.00
Against decrease in wages,	1	25.00	12	10.44
System of payment combined with other causes,	1	25.00	14	12.17
For closed shop combined with other causes,	1	25.00	14	12.17
Other union rules,	1	25.00	75	65.22
Food, Liquors, and Tobacco.				
<i>Food Products,</i>	18	100.00	138	100.00
For closed shop,	1	5.56	4	3.12
Other union rules,	17	94.44	124	96.88

TABLE 14. — *Number and Percentage of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries — Continued.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Food, Liquors, and Tobacco — Con.				
<i>Liquors,</i>	3	100.00	85	100.00
For reinstatement of discharged employees,	1	33.34	65	76.48
For reinstatement combined with other causes,	1	33.33	10	11.76
For closed shop combined with other causes,	1	33.33	10	11.76
Leather and Rubber Goods.				
<i>Rubber and Gutta Percha Goods,</i>	4	100.00	80	100.00
For increase of wages combined with other causes,	1	25.00	32	40.00
For reinstatement of discharged employees combined with other causes,	1	25.00	32	40.00
Against employment of certain officials,	1	25.00	9	11.25
To enforce abolition of fines for imperfect work,	1	25.00	7	8.75
Metals, Machinery, and Shipbuilding.				
<i>Iron and Steel Manufactures,</i>	9	100.00	472	100.00
For increase in wages,	4	44.45	173	36.65
For increase in wages combined with other causes,	1	11.11	32	6.78
System of payment combined with other causes,	1	11.11	80	16.95
Against employment of certain officials combined with other causes,	1	11.11	32	6.78
For closed shop,	1	11.11	75	15.89
For closed shop combined with other causes,	1	11.11	80	16.95
<i>Miscellaneous Metal Manufactures,</i>	2	100.00	13	100.00
For increase in wages,	1	50.00	5	38.46
Readjustment of rates,	1	50.00	8	61.54
Public Employment.				
<i>State Employees,</i>	1	100.00	6	100.00
For increase in wages,	1	100.00	6	100.00
<i>Municipal Employees,</i>	1	100.00	4	100.00
Against decrease in wages,	1	100.00	4	100.00
Restaurants and Trade.				
<i>Hotels and Restaurants,</i>	3	100.00	36	100.00
For closed shop,	1	33.34	2	5.56
For closed shop combined with other causes,	1	33.33	17	47.22
Other union rules combined with other causes,	1	33.33	17	47.22
<i>Trade,</i>	5	100.00	37	100.00
For decrease in hours of labor,	5	100.00	37	100.00
Textiles.				
<i>Bleaching, Dyeing, and Printing,</i>	2	100.00	45	100.00
System of payment,	1	50.00	30	66.67
Against employment of apprentices (not involving trade union rules),	1	50.00	15	33.33
<i>Cotton Goods,</i>	7	100.00	2,051	100.00
For increase in wages,	5	71.42	2,022	98.59
Against decrease in wages,	1	14.29	8	0.39
Against change in working conditions,	1	14.29	21	1.02
<i>Flax, Hemp, and Jute Goods,</i>	3	100.00	2,390	100.00
Against decrease in wages,	1	33.34	2,280	95.40
Against change in working conditions,	1	33.33	85	3.56
Dispute concerning the rectifying of faulty work,	1	33.33	25	1.04
<i>Hosiery and Knit Goods,</i>	1	100.00	20	100.00
For change in working conditions,	1	100.00	20	100.00
<i>Woolen and Worsted Goods,</i>	13	100.00	297	100.00
For increase in wages,	8	66.67	184	61.95
For increase in wages combined with other causes,	1	8.34	18	6.06
Against employment of certain officials,	1	8.33	18	6.06

TABLE 14. — *Number and Percentage of Establishments and Strikers Involved in Strikes Due Wholly or Partly to Specified Cause: By Industries — Concluded.*

INDUSTRIES AND CAUSES.	ESTABLISHMENTS		STRIKERS	
	Number	Percent-ages	Number	Percent-ages
Textiles — Con.				
<i>Woolen and Worsted Goods — Con.</i>				
For change in working conditions combined with other causes,	1	8.33	18	6.06
Against change in working conditions,	1	8.33	59	19.87
<i>Other Textiles,</i>				
For increase in wages,	3	100.00	103	100.00
Against fines for imperfect work,	2	66.67	78	75.73
	1	33.33	25	24.27
Transportation.				
<i>Railroads,</i>				
For increase in wages,	7	100.00	390	100.00
For increase in wages combined with other causes,	3	42.85	208	53.34
For decrease in hours of labor,	1	14.29	58	14.87
Dispute regarding number of working hours,	1	14.29	11	2.82
Recognition of union combined with other causes,	1	14.28	55	14.10
	1	14.28	58	14.87
<i>Teaming,</i>				
For closed shop,	1	100.00	15	100.00
	1	100.00	15	100.00
Wooden Manufactures.				
<i>Wooden Manufactures,</i>				
For increase in wages,	10	100.00	141	100.00
For decrease in hours of labor,	2	20.00	45	31.91
For closed shop,	3	30.00	50	35.46
Sympathy,	2	20.00	29	20.57
	3	30.00	17	12.06
Miscellaneous.				
<i>Chemicals,</i>				
Wages — other,	2	100.00	88	100.00
Refusal to pay for damaged work,	1	50.00	70	79.55
	1	50.00	18	20.45
<i>Paper and Paper Goods,</i>				
For increase in wages,	3	100.00	53	100.00
For decrease in hours of labor,	1	33.34	6	11.32
Against employment of certain officials,	1	33.33	7	13.21
	1	33.33	40	75.47
<i>Theatres and Music,</i>				
For increase in wages,	1	100.00	20	100.00
	1	100.00	20	100.00
<i>Water, Light, and Power,</i>				
For reinstatement of discharged employees,	1	100.00	24	100.00
	1	100.00	24	100.00

TABLE 15. — *Number of Strikers by Sex and Number of Working Days Lost in Strikes Due Wholly or Partly to Specified Cause Ordered by Labor Organizations and not so Ordered.*

CAUSES.	ORDERED BY LABOR ORGANIZATIONS				NOT ORDERED BY LABOR ORGANIZATIONS			
	Working Days Lost by Strikers	STRIKERS			Working Days Lost by Strikers	STRIKERS		
		Males (Total, 5,741)	Fe-males (Total, 1,617)	Both Sexes (Total, 7,358)		Males (Total, 3,096)	Fe-males (Total, 1,892)	Both Sexes (Total, 4,988)
Wages.								
For increase,	32,072	2,933	1,479	4,412	6,437	1,170	199	1,369
For increase combined with other causes,	7,247	1,007	14	1,021	568	64	18	82
Against decrease,	—	—	—	—	84,969	929	1,414	2,343
System of payment,	—	—	—	—	105	30	—	30
System of payment combined with other causes,	526	88	6	94	—	—	—	—
Readjustment of rates,	—	—	—	—	98	3	50	53
Other,	76	11	27	38	70	70	—	70
Hours of Labor.								
For decrease,	2,360	586	3	589	90	38	—	38
For decrease combined with other causes,	1,062	367	—	367	—	—	—	—
Against increase,	—	—	—	—	13	13	—	13
Other,	555	185	—	185	145	55	—	55
Employment of Particular Classes of Persons.								
Against employment of apprentices (not involving trade union rules),	—	—	—	—	45	15	—	15
For reinstatement of discharged employees,	369	121	43	164	885	117	—	117
For reinstatement of discharged employees combined with other causes,	82	22	—	22	54	36	2	38
Against employment of certain officials,	448	118	—	118	926	186	40	226
Against employment of certain officials combined with other causes,	—	—	—	—	454	36	2	38
Working Conditions.								
For change in existing arrangements,	268	68	—	68	1,037	11	20	31
For change in existing arrangements combined with other causes,	—	—	—	—	72	—	18	18
Against change in existing arrangements,	—	—	—	—	2,552	195	94	289
Other,	—	—	—	—	600	60	55	115
Trade Unionism.								
For closed shop,	1,550	189	5	194	90	31	—	31
For closed shop combined with other causes,	2,537	301	6	307	—	—	—	—
Recognition of union combined with other causes,	3,802	414	—	414	—	—	—	—
Apprentice rules combined with other causes,	893	34	—	34	—	—	—	—
Other union rules,	5,783	281	40	321	—	—	—	—
Other union rules combined with other causes,	628	112	14	126	—	—	—	—
Sympathy.								
Sympathy,	380	38	—	38	408	105	—	105
Sympathy combined with other causes,	1,067	77	—	77	—	—	—	—

TABLE 16. — *Establishments, Strikers, Other Employees Thrown out of Work, and Working Days Lost: By Duration in Working Days.*

DURATION IN WORKING DAYS.	Number of Establishments Involved	NUMBER OF EMPLOYEES INVOLVED			Working Days Lost
		Strikers	Thrown out of Work	Totals	
½ day,	25	340	4	344	175
1 day,	106	1,338	44	1,382	1,382
1½ days,	4	109	69	178	268
2 days,	52	726	926	1,652	3,070
2½ days,	8	199	239	438	752
3 days,	35	2,577	2,400	4,977	14,907
3½ days,	4	103	57	160	561
4 days,	21	391	345	736	2,933
4½ days,	2	26	12	38	172
5 days,	39	590	518	1,108	5,505
5½ days,	3	64	323	387	1,994
6 days (1 week),	40	999	1,984	2,983	17,168
6½ days,	3	65	80	145	903
7 days,	10	96	—	96	672
7½ days,	2	13	—	13	98
8 days,	6	80	32	112	817
9 days,	8	156	473	629	5,521
9½ days,	1	62	—	62	589
10 days,	7	363	—	363	3,445
10½ days,	1	9	—	9	95
11 days,	5	133	4	137	1,483
12 days (2 weeks),	24	390	111	501	5,868
13 days,	2	43	862	875	4,479
14 days,	3	13	17	60	840
14½ days,	1	20	—	20	290
16 days,	3	113	16	129	1,644
17 days,	7	134	—	134	2,278
18 days (3 weeks),	5	93	22	115	1,950
19 days,	4	84	17	101	1,851
19½ days,	1	8	—	8	156
20 days,	3	106	15	121	2,210
22 days,	1	85	35	120	2,640
23 days,	1	5	—	5	115
24 days (4 weeks),	1	9	—	9	216
25 days,	2	38	15	53	1,133
26 days,	7	53	14	67	1,742
28 days,	2	96	289	385	10,780
29 days,	2	6	13	19	551
30 days (5 weeks),	11	258	137	395	11,224
31 days,	1	7	3	10	310
32 days,	1	7	5	12	384
33 days,	1	62	12	74	2,334
34 days,	1	19	—	19	646
35 days,	1	10	—	10	350
38 days,	1	6	4	10	348
48 days (8 weeks),	1	10	—	10	480
49 days,	1	20	—	20	980
51 days,	1	32	—	32	1,227
60 days (10 weeks),	5	10	10	20	240
92 days,	1	2,280	—	2,280	108,587
Totals,	477	12,456	9,107	21,563	228,363

TABLE 17. — *Duration of Strikes, Number and Percentage of Establishments Closed, and Average Days Closed: By Industries.*

INDUSTRIES.	Number of Establishments in which Strikes Occurred	Total Duration in Working Days	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKE		Total Number of Days Closed	Average Number of Days Closed in Each Establishment
				Number	Percentages of Establishments in which Strikes Occurred		
Building and Stone Working.							
Building trades,	245	1,509½	6.2	81	33.06	461	5.7
Building and street labor, . .	35	393	11.2	20	57.14	247	12.4
Stone working,	10	101	10.1	3	30.00	15	5.0
Clothing.							
Boots and shoes,	68	425½	6.3	9	13.24	43	4.8
Garments,	24	123½	5.1	5	20.83	22	4.4
Hats and caps,	3	54	18.0	-	-	-	-
Food, Liquors, and Tobacco.							
Food products,	18	115	6.4	13	72.22	77½	6.0
Liquors,	2	9	4.5	-	-	-	-
Leather and Rubber Goods.							
Rubber and gutta percha goods,	3	26½	8.8	-	-	-	-
Metals, Machinery, and Shipbuilding.							
Iron and steel manufactures, .	7	55	7.9	1	14.29	4	4.0
Miscellaneous metal manufactures, . .	2	3	1.5	-	-	-	-
Public Employment.							
State employees,	1	1	1.0	-	-	-	-
Municipal employees,	1	7	7.0	-	-	-	-
Restaurants and Trade.							
Hotels and restaurants,	2	15	7.5	1	50.00	10	10.0
Trade,	5	4½	0.9	-	-	-	-
Textiles.							
Bleaching, dyeing, and printing,	2	6½	3.3	-	-	-	-
Cotton goods,	7	36½	5.2	1	14.29	3	3.0
Flax, hemp, and jute goods, . .	3	97½	32.5	1	33.33	6	6.0
Hosiery and knit goods,	1	49	49.0	-	-	-	-
Woolen and worsted goods, . .	11	61½	5.6	1	9.09	2	2.0
Other textiles,	3	18	6.0	3	100.00	18	6.0
Transportation.							
Railroads,	6	14	2.3	2	33.33	2	1.0
Teaming,	1	5	5.0	-	-	-	-
Wooden Manufactures.							
Wooden manufactures,	10	138½	13.9	3	30.00	5½	1.8
Miscellaneous.							
Chemicals,	2	9	4.5	1	50.00	1	1.0
Paper and paper goods,	3	16½	5.5	-	-	-	-
Theatres and music,	1	17	17.0	-	-	-	-
Water, light, and power,	1	1	1.0	-	-	-	-
All Industries,	477	3,312½	6.9	145	30.40	917	6.3

TABLE 18. — *Duration of Strikes, Number and Percentage of Establishments Closed, and Average Days Closed: By Localities.*

LOCALITIES.	Number of Establishments in which Strikes Occurred	Total Duration in Working Days	Average Duration in Each Establishment in Working Days	ESTABLISHMENTS CLOSED BY STRIKE		Total Number of Days Closed	Average Number of Days Closed in Each Establishment
				Number	Percentages of Establishments in which Strikes Occurred		
The State.	477	3,312½	6.9	145	30.40	917	6.3
Adams,	2	7½	3.8	—	—	—	—
Amesbury,	2	20	10.0	—	—	—	—
Arlington,	1	2½	2.5	1	100.00	2½	2.5
BEVERLY,	4	24	6.0	—	—	—	—
BOSTON,	130	1,243	9.6	42	32.31	382	9.1
Braintree,	1	11	11.0	—	—	—	—
Bridgewater,	1	10	10.0	—	—	—	—
BROCKTON,	12	23½	2.0	1	8.33	5½	5.5
Brookline,	7	42½	6.1	—	—	—	—
CAMBRIDGE,	8	75	9.4	5	62.50	57	11.4
CHELSEA,	7	26	3.7	3	42.86	19	6.3
Chester,	1	17	17.0	—	—	—	—
CHICOPEE,	1	1	1.0	—	—	—	—
Concord,	1	1	1.0	1	100.00	1	1.0
Douglas,	1	14	14.0	—	—	—	—
Dracut,	1	2	2.0	—	—	—	—
Dudley,	1	2	2.0	—	—	—	—
Easthampton,	2	6½	3.2	—	—	—	—
East Longmeadow,	3	18	6.0	—	—	—	—
EVERETT,	1	½	0.5	—	—	—	—
FALL RIVER,	5	17½	3.5	1	20.00	3	3.0
FITCHBURG,	3	30	10.0	2	66.67	11	5.5
Framingham,	3	14	4.7	—	—	—	—
Gardner,	3	5	1.7	—	—	—	—
GLOUCESTER,	7	42	6.0	2	28.57	12	6.0
Grafton,	2	5½	2.8	—	—	—	—
Great Barrington,	1	19½	19.5	—	—	—	—
HAVERHILL,	30	179	6.0	4	13.33	12½	3.1
HOLYOKE,	6	38	6.3	1	16.67	4	4.0
Hudson,	2	8	4.0	—	—	—	—
LAWRENCE,	44	60	1.4	28	63.64	30	1.1
Lee,	1	6	6.0	—	—	—	—
Leominster,	1	2	2.0	—	—	—	—
LOWELL,	3	15	5.0	—	—	—	—
Ludlow,	2	94½	47.3	1	50.00	6	6.0
LYNN,	35	169	4.8	9	25.71	37	4.1
MALDEN,	3	12	4.0	1	33.33	5	5.0
Marblehead,	1	5	5.0	—	—	—	—
MARLBOROUGH,	9	38½	4.3	4	44.44	20	5.0
Milford,	2	13	6.5	2	100.00	13	6.5
Milton,	2	5	2.5	—	—	—	—
Monson,	1	2	2.0	1	100.00	2	2.0
Nantucket,	2	7	3.5	1	50.00	1	1.0
NEW BEDFORD,	33	198	6.0	4	12.12	19	4.8
NEWBURYPORT,	1	18	18.0	—	—	—	—
NORTH ADAMS,	2	10½	5.3	—	—	—	—
NORTHAMPTON,	2	50	25.0	—	—	—	—
North Attleborough,	1	2	2.0	—	—	—	—
North Brookfield,	3	23	7.7	—	—	—	—
Palmer,	1	1	1.0	—	—	—	—
PITTSFIELD,	29	217½	7.5	12	41.38	85½	7.1
Revere,	1	½	0.5	—	—	—	—
Rowe,	1	1	1.0	1	100.00	1	1.0
Rowley,	1	6	6.0	—	—	—	—
SALEM,	9	54	6.0	—	—	—	—
Saugus,	1	7	7.0	—	—	—	—
SPRINGFIELD,	2	43	21.5	—	—	—	—
Stoneham,	1	51	51.0	—	—	—	—
Stoughton,	1	1½	1.5	—	—	—	—
Uxbridge,	4	22½	5.6	—	—	—	—
WALTHAM,	1	4½	4.5	—	—	—	—
Wendell,	1	2	2.0	1	100.00	2	2.0
Westborough,	1	1	1.0	—	—	—	—
Westfield,	1	1	1.0	—	—	—	—
Weymouth,	1	4	4.0	—	—	—	—
Whitman,	1	13	13.0	1	100.00	5	5.0
Winchendon,	1	1	1.0	—	—	—	—
WORCESTER,	22	245	11.1	16	72.73	181	11.3

TABLE 19. — *Number of Establishments and Strikers Involved in Strikes Ordered by Labor Organizations and not so Ordered: By Duration.*

DURATION.	ORDERED BY LABOR ORGANIZATIONS		NOT ORDERED BY LABOR ORGANIZATIONS		TOTALS	
	Es- tablish- ments	Strikers	Es- tablish- ments	Strikers	Es- tablish- ments	Strikers
From 1 to 6 days,	257	5,344	77	2,112	334	7,456
From 7 to 12 days,	52	918	9	345	61	1,263
From 13 to 18 days,	17	277	4	139	21	416
From 19 to 24 days,	7	205	4	92	11	297
From 25 to 30 days,	24	451	-	-	24	451
From 31 to 36 days,	5	105	-	-	5	105
From 37 to 42 days,	1	6	-	-	1	6
From 43 to 48 days,	1	10	-	-	1	10
From 49 to 54 days,	1	32	1	20	2	52
From 55 to 60 days,	5	10	-	-	5	10
From 87 to 92 days,	-	-	1	2,280	1	2,280
Totals,	370	7,358	96	4,988	466	12,346

TABLE 20. — *Percentage of Establishments Involved in Strikes: By Duration and the Number of Strikers.*

NUMBER OF STRIKERS.	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKE LASTED —						
	1 to 6 Days	7 to 12 Days	13 to 18 Days	19 to 24 Days	25 to 48 Days	49 to 92 Days	Totals
Less than 10,	77.73	11.33	3.91	2.34	4.69	-	100.00
10 to 25,	62.41	19.15	3.55	1.42	9.22	4.25	100.00
26 to 50,	73.69	7.89	7.89	-	7.89	2.64	100.00
51 to 100,	62.50	9.38	9.38	9.37	9.37	-	100.00
101 to 200,	80.00	20.00	-	-	-	-	100.00
201 to 400,	66.67	33.33	-	-	-	-	100.00
1,601 to 1,700,	100.00	-	-	-	-	-	100.00
2,201 to 2,300,	-	-	-	-	-	100.00	100.00

TABLE 21. — *Results of Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —			PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —		
	Suc- ceeded	Partly Suc- ceeded	Failed	Suc- ceeded	Partly Suc- ceeded	Failed
Building and Stone Working.						
Building trades,	38.79	12.07	49.14	—	15.38	84.62
Building and street labor,	67.67	—	33.33	27.27	—	72.73
Stone working,	25.00	37.50	37.50	100.00	—	—
Clothing.						
Boots and shoes,	58.18	20.00	21.82	—	23.08	76.92
Garments,	100.00	—	—	22.22	11.11	66.67
Hats and caps,	100.00	—	—	—	—	100.00
Food, Liquors, and Tobacco.						
Food products,	94.44	—	5.56	—	—	—
Liquors,	50.00	50.00	—	—	—	—
Leather and Rubber Goods.						
Rubber and gutta percha goods,	—	—	—	—	—	100.00
Metals, Machinery, and Ship- building.						
Iron and steel manufactures,	80.00	—	20.00	50.00	—	50.00
Miscellaneous metal manufactures,	—	—	—	—	—	100.00
Public Employment.						
State employees,	—	—	—	100.00	—	—
Municipal employees,	—	—	—	—	—	100.00
Restaurants and Trade.						
Hotels and restaurants,	50.00	—	50.00	—	—	—
Trade,	—	100.00	—	—	—	—
Textiles.						
Bleaching, dyeing, and printing,	—	—	—	50.00	—	50.00
Cotton goods,	—	100.00	—	—	50.00	50.00
Flax, hemp, and jute goods,	—	—	—	—	—	100.00
Hosiery and knit goods,	—	—	—	—	—	100.00
Woolen and worsted goods,	—	—	—	18.18	18.18	63.64
Other textiles,	—	—	—	—	66.67	33.33
Transportation.						
Railroads,	—	100.00	—	—	20.00	80.00
Teaming,	—	—	100.00	—	—	—
Wooden Manufactures.						
Wooden manufactures,	37.50	—	62.50	50.00	—	50.00
Miscellaneous.						
Chemicals,	—	—	—	—	—	100.00
Paper and paper goods,	—	—	100.00	—	—	100.00
Theatres and music,	—	100.00	—	—	—	—
Water, light, and power,	—	—	—	—	—	100.00
All Industries,	46.49	13.78	39.73	13.54	14.58	71.88

TABLE 22. — *Results Obtained by Strikers in Strikes Ordered by Labor Organizations and not so Ordered: By Industries.*

INDUSTRIES.	ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	PERCENTAGES OF STRIKERS WHO —			PERCENTAGES OF STRIKERS WHO —		
	Suc- ceeded	Partly Suc- ceeded	Failed	Suc- ceeded	Partly Suc- ceeded	Failed
Building and Stone Working.						
Building trades,	50.72	16.01	33.27	—	24.31	75.69
Building and street labor,	46.82	—	53.18	12.40	—	87.60
Stone working,	80.27	4.08	15.65	100.00	—	—
Clothing.						
Boots and shoes,	63.81	17.19	19.00	—	36.41	63.59
Garments,	100.00	—	—	18.99	7.59	73.42
Hats and caps,	100.00	—	—	—	—	100.00
Food, Liquors, and Tobacco.						
Food products,	96.88	—	3.12	—	—	—
Liquors,	86.67	13.33	—	—	—	—
Leather and Rubber Goods.						
Rubber and gutta percha goods, . .	—	—	—	—	—	100.00
Metals, Machinery, and Ship- building.						
Iron and steel manufactures, . . .	72.88	—	27.12	49.23	—	50.77
Miscellaneous metal manufactures, .	—	—	—	—	—	100.00
Public Employment.						
State employees,	—	—	—	100.00	—	—
Municipal employees,	—	—	—	—	—	100.00
Restaurants and Trade.						
Hotels and restaurants,	10.53	—	89.47	—	—	—
Trade,	—	100.00	—	—	—	—
Textiles.						
Bleaching, dyeing, and printing, . .	—	—	—	66.67	—	33.33
Cotton goods,	—	100.00	—	—	83.29	16.71
Flax, hemp, and jute goods,	—	—	—	—	—	100.00
Hosiery and knit goods,	—	—	—	—	—	100.00
Woolen and worsted goods,	—	—	—	12.54	13.62	73.84
Other textiles,	—	—	—	—	75.73	24.27
Transportation.						
Railroads,	—	100.00	—	—	29.20	70.80
Teaming,	—	—	100.00	—	—	—
Wooden Manufactures.						
Wooden manufactures,	52.08	—	47.92	33.33	—	66.67
Miscellaneous.						
Chemicals,	—	—	—	—	—	100.00
Paper and paper goods,	—	—	100.00	—	—	100.00
Theatres and music,	—	100.00	—	—	—	—
Water, light, and power,	—	—	—	—	—	100.00
All Industries,	44.71	34.63	20.66	5.19	14.15	80.66

TABLE 23. — *Results of Strikes Due Wholly or Partly to Specified Cause.*

[NOTE. — For explanation of this table see text statement, page 134. The totals entered in the box headings are those obtained by counting but once each strike, striker, and establishment.]

CAUSES.	Number of Establishments (Total Establishments, 477)	PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES —			Number of Strikers (Total Strikers, 12,456)	PERCENTAGES OF STRIKERS WHO —		
		Suc-ceeded	Partly Suc-ceeded	Failed		Suc-ceeded	Partly Suc-ceeded	Failed
Wages.								
For increase,	191	31.41	18.85	49.74	5,781	28.59	49.25	22.16
For increase combined with other causes,	82	46.34	19.51	34.15	1,103	40.62	20.76	38.62
Against decrease,	6	16.67	16.67	66.66	2,343	1.45	0.34	98.21
System of payment,	1	100.00	—	—	30	100.00	—	—
System of payment combined with other causes,	2	50.00	—	50.00	94	14.89	—	85.11
Readjustment of rates,	3	—	—	100.00	53	—	—	100.00
Other,	2	—	—	100.00	108	—	—	100.00
Hours of Labor.								
For decrease,	69	49.27	7.25	43.48	627	58.21	5.90	35.89
For decrease combined with other causes,	22	95.45	—	4.55	367	94.55	—	5.45
Against increase,	1	—	—	100.00	13	—	—	100.00
Other,	2	50.00	—	50.00	240	77.08	—	22.92
Employment of Particular Classes of Persons.								
Against employment of apprentices (not involving trade union rules),	1	—	—	100.00	15	—	—	100.00
For reinstatement of discharged employees,	9	55.56	—	44.44	281	58.36	—	41.64
For reinstatement of discharged employees combined with other causes,	4	25.00	50.00	25.00	60	20.00	26.67	53.33
Against employment of certain officials,	8	37.50	—	62.50	344	43.60	—	56.40
Against employment of certain officials combined with other causes,	2	50.00	50.00	—	38	84.21	15.79	—
Working Conditions.								
For change in existing arrangements,	5	20.00	—	80.00	99	36.36	—	63.64
For change in existing arrangements combined with other causes,	1	—	100.00	—	18	—	100.00	—
Against change in existing arrangements,	6	—	16.67	83.33	289	—	7.27	92.73
Other,	5	—	20.00	80.00	115	—	34.78	65.22
Trade Unionism.								
For closed shop,	26	34.62	—	65.38	335	42.69	—	57.31
For closed shop combined with other causes,	22	9.09	9.09	81.82	307	8.47	4.23	87.30
Recognition of union combined with other causes,	48	62.50	20.83	16.67	414	31.89	42.75	25.36
Apprentice rules combined with other causes,	5	—	80.00	20.00	34	—	91.18	8.82
Other union rules,	22	86.36	4.55	9.09	321	88.47	6.54	4.99
Other union rules combined with other causes,	4	—	—	100.00	126	—	—	100.00
Sympathy.								
Sympathy,	16	—	12.50	87.50	143	—	24.48	75.52
Sympathy combined with other causes,	16	87.50	—	12.50	77	81.82	—	18.18

TABLE 24. — *Results of Strikes: By Number of Strikers.*

NUMBER OF STRIKERS.	Total Number of Estab- lishments	PERCENTAGE OF ESTABLISHMENTS IN WHICH STRIKES WERE —			
		Successful	Partly Successful	Successful and Partly Successful	Un- successful
Less than 26,	397	38.79	12.85	51.64	48.36
26 to 50,	38	44.74	10.52	55.26	44.74
51 to 100,	32	40.63	21.87	62.50	37.50
101 to 200,	5	40.00	20.00	60.00	40.00
201 to 400,	3	66.67	33.33	100.00	—
1,601 to 1,700,	1	—	100.00	100.00	—
2,201 to 2,300,	1	—	—	—	100.00
Totals,	477	39.41	13.63	53.04	46.96

TABLE 25. — *Results of Strikes Ordered by Labor Organizations and not so Ordered :
By Number of Strikers.*

NUMBER OF STRIKERS.	NUMBER OF ESTABLISHMENTS IN WHICH STRIKES WERE —		PERCENTAGES OF ESTABLISHMENTS IN WHICH STRIKES WERE —					
			ORDERED BY LABOR ORGANIZATIONS			NOT ORDERED BY LABOR ORGANIZATIONS		
	Ordered	Not Ordered	Suc- cessful	Partly Suc- cessful	Unsuc- cessful	Suc- cessful	Partly Suc- cessful	Unsuc- cessful
Less than 10,	223	28	45.74	10.31	43.95	10.72	7.14	82.14
10 to 29,	106	37	41.51	19.81	38.68	13.51	18.92	67.57
30 to 49,	14	16	64.29	7.14	28.57	31.25	6.25	62.50
50 to 99,	21	10	61.90	23.81	14.29	—	20.00	80.00
100 to 200,	3	3	66.67	—	33.33	—	33.33	66.67
201 to 400,	2	1	100.00	—	—	—	100.00	—
1,601 to 1,700,	1	—	—	100.00	—	—	—	—
2,201 to 2,300,	—	1	—	—	—	—	—	100.00
Totals,	370	96	46.49	13.78	39.73	13.54	14.58	71.88

TABLE 26. — *Results of Strikes : By Duration.*

DURATION IN WORKING DAYS.	NUMBER OF —					
	ESTAB- LISHMENTS IN WHICH STRIKES —	STRIKERS WHO —	ESTAB- LISHMENTS IN WHICH STRIKES —	STRIKERS WHO —	ESTAB- LISHMENTS IN WHICH STRIKES —	STRIKERS WHO —
	Succeeded		Partly Succeeded		Failed	
½ day,	17	278	5	53	3	9
1 day,	47	655	6	198	53	485
1½ days,	3	77	—	—	1	32
2 days,	16	189	4	34	32	503
2½ days,	3	47	2	20	3	132
3 days,	13	394	2	1,960	20	223
3½ days,	1	30	—	—	3	73
4 days,	9	175	4	151	8	65
4½ days,	—	—	1	21	1	5
5 days,	23	255	2	44	14	291
5½ days,	2	42	1	22	—	—
6 days,	12	581	12	183	16	235
6½ days,	1	10	1	15	1	40
7 days,	5	64	1	10	4	22
7½ days,	2	13	—	—	—	—
8 days,	1	9	—	—	5	71
9 days,	4	43	1	56	3	57
9½ days,	—	—	—	—	1	62
10 days,	2	292	—	—	5	71
10½ days,	1	9	—	—	—	—
11 days,	1	10	—	—	4	123
12 days,	12	98	—	—	12	292
13 days,	—	—	1	8	1	5
14 days,	1	32	—	—	2	11
14½ days,	—	—	—	—	1	20
16 days,	—	—	1	66	2	47
17 days,	1	6	1	20	5	108
18 days,	1	1	—	—	4	92
19 days,	2	18	—	—	2	66
19½ days,	—	—	1	8	—	—
20 days,	1	83	—	—	2	23
22 days,	1	85	—	—	—	—
23 days,	—	—	—	—	1	5
24 days,	—	—	—	—	1	9
25 days,	—	—	—	—	2	38
26 days,	—	—	—	—	3	22
28 days,	1	75	1	21	—	—
29 days,	—	—	—	—	2	6
30 days,	—	—	11	258	—	—
31 days,	—	—	1	7	—	—
32 days,	—	—	—	—	1	7
33 days,	—	—	1	62	—	—
34 days,	—	—	—	—	1	19
35 days,	—	—	—	—	1	10
38 days,	—	—	1	6	—	—
48 days,	—	—	—	—	1	10
49 days,	—	—	—	—	1	20
51 days,	—	—	—	—	1	32
60 days,	5	10	—	—	—	—
92 days,	—	—	—	—	1	2,280
Totals,	188	3,581	65	3,254	224	5,621

TABLE 27. — *Results of Single and*

	INDUSTRIES.	NUMBER OF ESTABLISHMENTS IN WHICH STRIKES INVOLVED		ESTABLISHMENTS			
				SUCCEEDED			
				IN WHICH ONE ES- TABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISH- MENT WAS INVOLVED	
		One Estab- lishment	More than One Estab- lishment	Number	Percent- ages	Number	Percent- ages
	Building and Stone Working.						
1	Building trades,	17	228	7	41.18	83	36.40
2	Building and street labor,	11	24	3	27.27	16	66.67
3	Stone working,	7	3	4	57.14	-	-
	Clothing.						
4	Boots and shoes,	41	27	13	31.71	19	70.37
5	Garments,	14	10	7	50.00	2	20.00
6	Hats and caps,	3	-	2	66.67	-	-
	Food, Liquors, and Tobacco.						
7	Food products,	1	17	-	-	17	100.00
8	Liquors,	2	-	1	50.00	-	-
	Leather and Rubber Goods.						
9	Rubber and gutta percha goods,	3	-	-	-	-	-
	Metals, Machinery, and Ship- building.						
10	Iron and steel manufactures,	4	3	2	50.00	3	100.00
11	Miscellaneous metal manufac- tures,	2	-	-	-	-	-
	Public Employment.						
12	State employees,	1	-	1	100.00	-	-
13	Municipal employees,	1	-	-	-	-	-
	Restaurants and Trade.						
14	Hotels and restaurants,	2	-	1	50.00	-	-
15	Trade,	-	5	-	-	-	-
	Textiles.						
16	Bleaching, dyeing, and printing,	2	-	1	50.00	-	-
17	Cotton goods,	7	-	-	-	-	-
18	Flax, hemp, and jute goods,	3	-	-	-	-	-
19	Hosiery and knit goods,	1	-	-	-	-	-
20	Woolen and worsted goods,	11	-	2	18.18	-	-
21	Other textiles,	3	-	-	-	-	-
	Transportation.						
22	Railroads,	6	-	-	-	-	-
23	Teaming,	1	-	-	-	-	-
	Wooden Manufactures.						
24	Wooden manufactures,	2	8	1	50.00	3	37.50
	Miscellaneous.						
25	Chemicals,	2	-	-	-	-	-
26	Paper and paper goods,	3	-	-	-	-	-
27	Theatres and music,	1	-	-	-	-	-
28	Water, light, and power,	1	-	-	-	-	-
29	All Industries,	152	325	45	29.61	143	44.00

General Strikes : By Industries.

IN WHICH STRIKES —

PARTLY SUCCEEDED				FAILED				
IN WHICH ONE ESTABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED		IN WHICH ONE ESTABLISHMENT WAS INVOLVED		IN WHICH MORE THAN ONE ESTABLISHMENT WAS INVOLVED		
Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	
-	-	30	13.16	10	58.82	115	50.44	1
-	-	-	-	8	72.73	8	33.33	2
-	-	3	100.00	3	42.86	-	-	3
11	26.83	3	11.11	17	41.46	5	18.52	4
1	7.14	-	-	6	42.86	8	80.00	5
-	-	-	-	1	33.33	-	-	6
-	-	-	-	1	100.00	-	-	7
1	50.00	-	-	-	-	-	-	8
-	-	-	-	3	100.00	-	-	9
-	-	-	-	2	50.00	-	-	10
-	-	-	-	2	100.00	-	-	11
-	-	-	-	-	-	-	-	12
-	-	-	-	1	100.00	-	-	13
-	-	-	-	1	50.00	-	-	14
-	-	5	100.00	-	-	-	-	15
-	-	-	-	1	50.00	-	-	16
4	57.14	-	-	3	42.86	-	-	17
-	-	-	-	3	100.00	-	-	18
-	-	-	-	1	100.00	-	-	19
2	18.18	-	-	7	63.64	-	-	20
2	66.67	-	-	1	33.33	-	-	21
2	33.33	-	-	4	66.67	-	-	22
-	-	-	-	1	100.00	-	-	23
-	-	-	-	1	50.00	5	62.50	24
-	-	-	-	2	100.00	-	-	25
-	-	-	-	3	100.00	-	-	26
1	100.00	-	-	-	-	-	-	27
-	-	-	-	1	100.00	-	-	28
24	15.78	41	12.62	83	54.61	141	43.38	29

TABLE 28. — *Number of Establishments and Strikers in Strikes*

INDUSTRIES.		BY DIRECT NEGOTIATIONS	
		Number of Establishments	Number of Strikers
Building and Stone Working.			
1	Building trades,	121	1,855
2	Building and street labor,	18	121
3	Stone working,	6	158
Clothing.			
4	Boots and shoes,	45	1,539
5	Garments,	10	125
6	Hats, caps, and furs,	2	26
Food, Liquors, and Tobacco.			
7	Food products,	17	124
8	Liquors,	2	75
Leather and Rubber Goods.			
9	Rubber and gutta percha goods,	1	9
Metals, Machinery, and Shipbuilding.			
10	Iron and steel manufactures,	5	252
11	Miscellaneous metal manufactures,	-	-
Public Employment.			
12	State employees,	1	6
13	Municipal employees,	-	-
Restaurants and Trade.			
14	Hotels and restaurants,	1	2
15	Trade,	5	37
Textiles.			
16	Bleaching, dyeing, and printing,	1	30
17	Cotton goods,	3	1,981
18	Flax, hemp, and jute goods,	-	-
19	Hosiery and knit goods,	-	-
20	Woolen and worsted goods,	3	55
21	Other textiles,	3	103
Transportation.			
22	Railroads,	1	58
23	Teaming,	-	-
Wooden Manufactures.			
24	Wooden manufactures,	7	99
Miscellaneous.			
25	Chemicals,	-	-
26	Paper and paper goods,	-	-
27	Theatres and music,	1	20
28	Water, light, and power,	-	-
29	All Industries,	253	6,675

Settled by the Different Methods: By Industries.

BY ARBITRATION		BY FILLING PLACES		OTHER METHODS		TOTALS		
Number of Estab-lishments	Number of Strikers	Number of Estab-lishments	Number of Strikers	Number of Estab-lishments	Number of Strikers	Number of Estab-lishments	Number of Strikers	
-	-	106	857	18	143	245	2,855	1
-	-	12	245	5	170	35	536	2
1	32	3	23	-	-	10	213	3
2	57	17	488	4	102	68	2,186	4
1	13	6	69	7	107	24	314	5
-	-	-	-	1	75	3	101	6
-	-	1	4	-	-	18	128	7
-	-	-	-	-	-	2	75	8
-	-	2	39	-	-	3	48	9
-	-	-	-	2	108	7	360	10
-	-	2	13	-	-	2	13	11
-	-	-	-	-	-	1	6	12
-	-	-	-	1	4	1	4	13
-	-	1	17	-	-	2	19	14
-	-	-	-	-	-	5	37	15
-	-	1	15	-	-	2	45	16
-	-	1	8	3	62	7	2,051	17
1	2,280	1	25	1	85	3	2,390	18
-	-	1	20	-	-	1	20	19
-	-	3	79	5	145	11	279	20
-	-	-	-	-	-	3	103	21
1	80	3	146	1	48	6	332	22
-	-	1	15	-	-	1	15	23
-	-	1	7	2	35	10	141	24
-	-	-	-	2	88	2	88	25
-	-	2	13	1	40	3	53	26
-	-	-	-	-	-	1	20	27
-	-	1	24	-	-	1	24	28
6	2,462	165	2,107	53	1,212	477	12,456	29

TABLE 29. — *Detailed Statement of Principal*

[NOTE. As the dates of ending of a strike, affecting more than one establishment, frequently

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working.					
	<i>Building Trades.</i>					
1	Plasterers,	Lynn, . . .	Against working upon building erected by non-union labor.	Yes	1	-
2	Carpenters, lathers, plumbers, sheet metal workers and steamfitters.	Lynn, . . .	For discharge of non-union electrician employed by another sub-contractor.	No	1	1
3	Masons,	Malden, . .	For discharge of non-union workmen.	Yes	1	-
4	Wharf and bridge carpenters.	Boston, . .	Against working 8 hours between 6 A.M. and 6 P.M. instead of between 5 A.M. and 5 P.M.	Yes	1	-
5	Painters,	New Bedford,	For increase in daily wages from \$2.80 to \$3.	Yes	8	-
6	Painters and paperhangers.	Lawrence, .	For increase in daily wages from \$2.50 to \$2.80 for painters and from \$2.75 to \$3 for paperhangers.	Yes	28	28
7	Plumbers,	Chelsea, . .	For increase in daily wages from \$3.75 to \$4.40.	Yes	1	1
8	Painters,	Concord, . .	For increase in daily wages from \$2.75 to \$3.	Yes	1	1
9	Carpenters,	Haverhill, .	For increase in daily wages from \$3 to \$3.28.	Yes	19	3
10	Painters,	Boston, . .	For increase in wages from 39½ to 41 cents an hour.	Yes	3	2
11	Plumbers, steamfitters, and helpers.	Haverhill, .	For increase in daily wages from \$3.25 to \$3.50.	Yes	8	-
12	Carpenters,	New Bedford,	For increase in wages from 37½ to 41 cents an hour.	Yes	21	2
13	Plumbers, steamfitters, and sheet metal workers.	Gloucester, .	For recognition of union and minimum daily rate of wages of \$3.50.	Yes	7	2
14	Carpenters,	Boston, ¹ . .	For Saturday half-holiday during the entire year and an increase in hourly rates of wages.	Yes	57	9
15	Plumbers,	Lawrence, . .	For daily wage of \$3.50 and closed shop.	Yes	16	-
16	Carpenters,	Marlborough,	For increase in wages from 37½ to 41 cents an hour and Saturday half-holiday during four months of year.	Yes	8	4
17	Bricklayers,	Pittsfield, .	For increase in wages from 56¼ to 61½ cents an hour.	Yes	5	-
18	Electricians and helpers.	Boston, . .	For minimum wage of 50 cents an hour and Saturday half-holiday during five months of year.	Yes	14	6
19	Bricklayers,	Pittsfield, .	For discharge of bricklayers who were members of an out-of-town union.	Yes	1	1

¹ Also Brookline, Cambridge, Chelsea, Everett, Milton, and Revere.

Strikes Reported During 1909.

differed in the several establishments, no particular date of termination could be given.]

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Jan. 13	Jan. 19	5	8	-	40	No	Places of strikers were filled.	1
Jan. 28	Feb. 3	5	17	-	76	No	Strikers returned to work under former conditions without negotiations.	2
Feb. 20	Feb. 22	1	20	-	20	No	Places of strikers were filled.	3
Mar. 8	Mar. 11	3	185	25	630	Yes	Settled by direct negotiations between employer and labor organization.	4
Apr. 1	Apr. 2-5	1	36	-	47	-	Strike succeeded in one establishment, benefiting 12 strikers; failed in seven establishments.	5
Apr. 12	Apr. 13	1	167	-	202	Yes	Settled by direct negotiations between employers and labor organization.	6
May 1	May 10	7.5	8	-	60	Yes	Settled by direct negotiations between employer and labor organization.	7
May 1	May 3	1	5	-	5	Yes	Settled by direct negotiations between employer and labor organization.	8
May 1	May 3-12	2	84	-	210	No	Places of strikers were filled.	9
May 3	May 4	1	177	-	177	-	Strike succeeded in two establishments, benefiting 157 strikers; failed in one establishment.	10
May 3	May 10-23	14	48	3	764	No	Places of strikers were filled.	11
May 3	May 5-26	8	238	2	2,154	No	Strike succeeded in one establishment; failed in 20 establishments.	12
May 11	May 18	6	44	-	264	Partly	Settled by direct negotiations. Employers signed agreement establishing minimum daily wage of \$3, 8-hour day, and other working rules.	13
June 1	June 2-22	5	492	4	2,211	-	Strike succeeded in 29 establishments, benefiting 285 strikers; failed in 28 establishments.	14
June 1	June 2-7	2	33	-	67	No	On November 15 wage increase was granted at one shop.	15
June 1	June 7	4	93	-	443	Yes	Settled by direct negotiations between employer and labor organization.	16
June 1	June 3	1	31	-	32	No	Places of strikers were filled.	17
June 3	June 4-Oct. 18	1	274	14	631	Yes	Strike succeeded in 13 establishments, benefiting 254 men; failed in one establishment.	18
June 15	June 18	3	7	6	39	No	Settled by direct negotiations. Employer was unable to procure any bricklayers belonging to local union so union consented to employment of out-of-town men.	19

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working—Con.					
	<i>Building Trades—Con.</i>					
1	Electrical wiremen, . .	Fall River, .	For reduction in daily hours of labor from 9 to 8 without reduction in wages.	Yes	1	-
2	Carpenters, . . .	Pittsfield, .	In sympathy with striking bricklayers by refusing to handle non-union material, by refusing to work on buildings erected by non-union labor, and for discharge of non-union workmen.	No	9	5
3	Bricklayers, . . .	Pittsfield, .	Against employment of certain foreman.	No	1	-
4	Plumbers, . . .	Pittsfield, .	In sympathy with striking bricklayers; refused to work on building where non-union men were employed.	Yes	2	1
5	Plasterers, . . .	Boston, Cambridge and Arlington.	For increase in daily wages from \$4.80 to \$5.50.	Yes	18	15
6	Sign painters, . . .	Boston, .	For minimum daily wage of \$4 and employment of but one apprentice in each shop.	Yes	5	-
7	Plasterers, . . .	Boston, .	Against system of general contractor paying sub-contractor the difference between old and new rates of wages.	Yes	1	-
8	Masons, . . .	Pittsfield, .	For increase in daily wages from \$4.50 to \$5.	No	1	-
9	Carpenters and engineer.	Lynn, . .	For discharge of non-union workmen.	Yes	1	-
10	Carpenters, laborers, and steamfitters and helpers.	Boston, .	For increase in wages and discharge of non-union workmen.	Yes	1	-
11	Carpenters, . . .	Adams, .	In sympathy with striking bricklayers in Pittsfield.	Yes	1	-
12	Electrical workers, .	Brockton, .	For reinstatement of discharged workman and against employment of non-union workman.	Yes	1	-
13	Elevator constructors and hoisting engineers.	Boston, .	For discharge of non-union workman.	Yes	1	-
14	Painters, . . .	New Bedford,	Against employment of non-union workmen.	No	1	-
	<i>Building and Street Labor.</i>					
15	Laborers, . . .	Pittsfield, .	For increase in wages from 31½ to 35 cents an hour.	Yes	6	3
16	Laborers, . . .	North Adams.	For increase in wages of 10 cents a day in order to cover expense of car-fares.	No	1	-

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
June 21	June 28	6	10	-	60	Yes	Employers posted notice that after June 28 the electrical wiremen would work under same conditions as existed in other shops. The 8-hour day had been granted by the other shops without strike.	1
June 23 ¹	June 26—Nov. 4	3	105	-	408	No	Places of majority of strikers were filled; others returned to work with certain concessions.	2
July 17	July 19	1	7	-	-	No	Four strikers returned to work without negotiations; places of others filled.	3
July 24	Aug. 5-9	9	9	-	-	No	Places of majority of strikers were filled.	4
July 29	Sept. 2-13	26	444	215	15,346	Partly	Strike settled by direct negotiations between employers' association and labor organization. Wages were increased to \$5 a day in all but one establishment which employed three men.	5
Aug. 5	Sept. 4-9	27	34	-	893	Partly	Union demands were granted in all but one establishment employing three men.	6
Aug. 6	Sept. 1	22	85	35	2,640	Yes	Several places were filled; on Sept. 1 strike was settled by direct negotiations between employers' association and labor organization.	7
Sept. 3	Sept. 4	1	6	-	6	No	Places of strikers were filled.	8
Sept. 15	Sept. 16	1	12	-	12	No	Places of strikers were filled.	9
Sept. 20	Oct. 4	12	141	-	1,692	No	Thirty-one strikers returned to work under former conditions; places of others were filled.	10
Sept. 24	Sept. 25	1	5	-	5	No	Places of strikers were filled.	11
Oct. 1	Oct. 2	1	12	-	12	Yes	Non-union workman joined the union and discharged employee was reinstated.	12
Nov. 4	Nov. 17	10.5	9	-	95	Yes	Non-union workman was replaced by union man and strikers returned to work.	13
Dec. 24	Dec. 27	1	9	-	9	No	Most of the strikers returned to work under former conditions.	14
May 1	May 24—June 10	25	49	51	2,330	-	Demands of strikers were granted in two establishments, benefiting 18 men; places of strikers filled in four establishments.	15
June 7	June 8	1	20	-	20	Yes	Settled by direct negotiations between employer and individual employees.	16

¹ Carpenters joined this strike action on different dates in July, September, and November.

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working—Con.					
	<i>Building and Street Labor—Con.</i>					
1	Laborers, . . .	Worcester, .	For increase in wages from 28¼ to 31¼ cents an hour and to enforce signing of union agreement for one year by employers, to pay wages demanded, and to employ none but union workmen.	Yes	2	-
2	Laborers, . . .	North Brookfield, .	For increase in daily wages from \$1.65 to \$1.75.	No	1	-
3	Laborers (road), . .	Chester, .	For increase in daily wages from \$1.50 to \$1.75.	No	1	-
4	Laborers, . . .	Dudley, .	For increase in daily wages from \$1.50 to \$1.75.	No	1	-
5	Laborers, . . .	Northampton, .	Against employment of non-union workmen.	No	1	-
6	Laborers, . . .	Worcester, .	In sympathy with building laborers' strike of June 26, 1909, to force employers to sign agreement for one year, to increase wages from 28¼ to 34¼ cents an hour, and to employ none but union workmen.	Yes	16	16
7	Laborers, . . .	Gardner, .	For increase in daily wages from \$1.75 to \$2.	No	1	-
8	Laborers, . . .	Grafton, .	For reduction of daily hours of labor from 10 to 9.	No	1	-
9	Laborers, . . .	Winchendon, .	For increase in daily wages from \$1.75 to \$2 when transferred from excavating to concrete work.	No	1	-
10	Laborers, . . .	Holyoke, .	For increase in daily wages from \$1.75 to \$2.	No	1	-
11	Laborers, . . .	Wendell, .	Objection to new foreman who insisted upon men working faster than old foreman.	No	1	1
12	Hod carriers, . . .	Pittsfield, .	For increase in daily wages from \$2 to \$2.25.	No	1	-
	<i>Stone Working.</i>					
13	Granite cutters, . .	Fitchburg, .	Against handling non-union material.	Yes	1	-
14	Granite cutters, . .	Fitchburg, .	For increase in daily wages from \$3 to \$3.25 for outside work.	Yes	1	1
15	Granite cutters, . .	Milford, .	Protest against foreman, . .	Yes	1	1
16	Granite cutters, . .	Milford, .	To enforce discharge of two foremen.	Yes	1	1
17	Shavers and molders, .	Worcester, .	Against reduction in piece-work prices.	No	1	-
18	Stonecutters, . . .	New Bedford, .	Protest against foreman, . .	No	1	-

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
June 26 July 15	July 16	16	47	16	588	No	Places of strikers were filled.	1
June 29	June 30	1	17	-	17	No	Places of strikers were filled by laborers who were paid rate demanded by strikers.	2
July 6	July 26	17	75	-	1,275	No	Places of strikers were filled by laborers who were paid \$1.60 a day.	3
July 12	July 14	2	40	-	80	No	Places of strikers were filled.	4
July 13	July 14	1	5	-	5	Yes	Work was resumed, non-union men agreeing to join union.	5
July 15	July 29	11	77	64	1,638	Yes	Fourteen strikers returned to work in two establishments for union wages although their employers refused to sign agreement.	6
July 16	July 17	1	18	2	20	No	Places of strikers were filled.	7
July 22	July 24	2	20	-	40	Yes	Request of strikers granted; settled by direct negotiations.	8
Aug. 6	Aug. 7	1	8	-	8	No	Places of strikers were filled.	9
Aug. 21	Aug. 23	1	31	-	31	No	Nineteen strikers returned to work under former conditions without negotiations; places of others were filled.	10
Sept. 13	Sept. 15	2	120	30	300	No	Strikers returned to work under new foreman without negotiations.	11
Oct. 20	Oct. 22	2	9	-	18	No	Three strikers returned Oct. 21 and four returned Oct. 23 at reduced wage of \$1.75 a day.	12
Mar. 20	Mar. 29	7	6	-	42	No	Places of strikers were filled.	13
May 15	June 2	14	7	-	98	No	Places of strikers were filled.	14
May 22	June 7	12	30	20	600	Yes	Foreman was discharged.	15
June 23	June 24	1	88	10	98	Yes	The two foremen were discharged.	16
July 15	July 20	4	34	-	136	Yes	Settled by direct negotiations between employer and committee of employees.	17
July 29	Aug. 10	10	32	-	320	Yes	Settled through mediation of the mayor of New Bedford who brought about conference between committee of strikers and employer at which employer agreed to discharge foreman.	18

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Building and Stone Working—Con.					
1	Stone Working—Con. Hoisting engineers, . .	East Longmeadow.	Hoisting engineers withdrew from Quarry Workers Union and joined Hoisting Engineers Union of Springfield. Engineers were receiving 27½ cents an hour under an agreement signed with Quarry Workers Union for three years (1908-1911); after joining engineers' union demanded an increase to 34 cents an hour.	Yes	3	-
2	Stonecutters, . . .	Springfield, .	Employees, who were members of Journeymen Stone Cutters Association, demanded discharge of employees of company in Bedford, Indiana, who were members of National Stone Cutters Society.	Yes	1	-
	Clothing.					
	<i>Boots and Shoes.</i>					
3	Turn workmen, . . .	Lynn, . . .	For increase in piece-work prices,	Yes	1	-
4	Making room employees.	Chelsea, . .	For increase in piece-work prices,	Yes	1	-
5	Brushers, stampers, dressers, and packers.	Brockton, . .	For reinstatement of discharged employee whose place had been filled during his absence from work.	Yes	1	-
6	Shoe workers, . . .	Chelsea, . .	For acceptance of new price-list,	Yes	1	-
7	Cutters,	Lynn, . . .	For change in piece-work prices,	Yes	1	-
8	Lasters and machine operators.	Lynn, . . .	For increase of ¼ cent per pair for lasting shoes.	Yes	1	-
9	Pasters,	Rowley, . . .	Against doing certain kind of work, alleging that it was women's work.	No	1	-
10	Edge trimmers and setters.	Lynn, . . .	For increase in prices, . . .	Yes	1	1
11	Lasters,	Haverhill, .	For increase in wages and recognition of union.	Yes	1	1
12	Lasters,	South Braintree.	Against introduction of lasting machines.	No	1	-
13	Cutters,	Newburyport.	For increase in wages, . . .	Yes	1	-
14	Lining stitchers, . .	Brockton, . .	Against raising standard of work,	No	1	-
15	Stitchers,	Brockton, . .	For change in wage scale, . .	Yes	1	1

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Aug. 9	Aug. 16	6	6	63	414	Partly	Settled by direct negotiations.	1
Aug. 20	Oct. 1	35	10	-	350	No	Places of strikers filled by members of National Stone Cutters Society.	2
Jan. 9	Jan. 11	1	23	-	23	Yes	All demands granted by direct negotiations between employer and labor organization.	3
Jan. 11	Jan. 15	4	84	-	336	Partly	Settled by direct negotiations between employer and labor organization. Compromise on piece-work prices and agreement entered into for 3 years forbidding strikes or lockouts and abolishing contract labor on any parts.	4
Jan. 23	Jan. 27	3	36	-	108	Yes	Settled by direct negotiations between employer and labor organization. Employee was reinstated.	5
Jan. 25	Jan. 26	1	22	-	22	No	Places of strikers were filled.	6
Jan. 25	Jan. 30	5	11	-	55	Yes	Settled by direct negotiations between employer and labor organization.	7
Feb. 4	Feb. 9	4	60	-	240	Yes	Settled by direct negotiations between employer and labor organization.	8
Feb. 8	Feb. 15	6	8	-	48	No	Places of strikers were filled.	9
Feb. 10	Feb. 12	2	6	125	137	Yes	Settled by direct negotiations between employer and labor organization.	10
Feb. 11	Feb. 22	9	20	280	2,560	Yes	Settled by direct negotiations between employer and labor organization.	11
Feb. 15	Mar. 1	11	100	-	1,100	No	Places of strikers were filled.	12
Feb. 16	Mar. 10	18	58	-	1,044	No	Places of strikers were filled. Strike was declared off on June 3, 1909, as business of firm was transferred.	13
Feb. 19	Feb. 22	2	5	-	10	No	Labor organization ordered strikers to return to work.	14
Mar. 1	Mar. 8	6	400	1,250	9,275	Yes	Settled by direct negotiations between employer and labor organization.	15

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Or- dered by Labor Organ- iza- tions	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	Clothing — Con.					
1	<i>Boots and Shoes — Con.</i> McKay stitchers,	Lynn, ¹	For uniform price-list and recog- nition of union.	Yes	18	2
2	Lasters and treers,	Framingham	For increase in wages,	No	1	-
3	Turn workmen,	Lynn,	Disagreement as to interpreta- tion of one clause of a new agreement relating to working conditions.	Yes	1	-
4	Lasters,	Beverly,	For increase in piece-work prices. During period in which em- ployers were given to consider demands of lasters three hand lasters were discharged by one employer, whereupon the last- ers struck. The price was agreed upon, but when strik- ers returned they found the three hand lasters were not re- employed and struck again, refusing to return until hand lasters were re-employed. The hand lasters were re-employed and all returned to work.	Yes	2	-
5	Turn workmen,	Marblehead,	For increase in wages. While demands were being consid- ered by employer men struck.	Yes	1	-
6	Lasters,	Lowell,	For increase in wages,	No	1	-
7	Stitchers,	Hudson,	Against new price-list (which stitchers considered a reduc- tion) adopted upon the intro- duction of new stitching ma- chine.	No	1	-
8	Lasting machine oper- ators.	Brockton,	Against demand for new and ad- ditional work.	No	1	-
9	Button-hole machine operators and finish- ers.	Lynn,	For increase in piece-work prices,	Yes	1	1
10	Pullers-over,	Framingham	Against increase in hours of labor.	No	1	-
11	Sole leather cutters,	Brockton,	For increase in wages. No formal demands made upon employer.	No	1	1
12	Turn workmen and machine operators.	Haverhill,	To enforce recognition of union and for increase in piece-work prices. Employer referred business agent of union to Manufacturers' Association. with which agent refused to deal.	Yes	1	-
13	Turn workmen,	Lynn,	For increase in piece-work prices,	Yes	1	-
14	Tip fixers, packers, and ironers.	Lynn,	To establish flat rate of wages,	Yes	4	2

¹ Including four establishments in Salem.

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Work- ing Days)	Num- ber of Strik- ers	Num- ber of Other Em- ploy- ees Thrown Out of Work	Num- ber of Work- ing Days Lost	Suc- ceeded	Remarks	
DATES ON WHICH —								
Employ- ees Left Work	Strikers were Re- employed or their Places Filled by Others							
Mar. 6	Mar. 9- Apr. 27	4	62	541	2,710	Yes	Strike was partly successful in one establishment, benefiting 9 strikers; failed in 2 establishments where places of 4 strikers were filled.	1
Mar. 15	Mar. 22	6	108	558	3,996	Partly	Settled by direct negotiations between employer and committee of strikers.	2
Mar. 17	Mar. 23	5	32	-	160	No	Settled by local board of arbitration which decided that the interpretation of the employer was correct.	3
Mar. 24	Mar. 26- Apr. 2	4	28	-	113	Partly	Settled by direct negotiations between employer and labor organization.	4
Apr. 16	Apr. 22	5	26	8	162	Yes	Settled by direct negotiations between employer and labor organization.	5
Apr. 22	May 3	9	34	-	306	No	Places of strikers were filled.	6
May 4	May 6	2	3	-	6	No	Employees returned to work on employer's terms without concessions or negotiations.	7
May 10	May 12	2	19	230	498	No	Strikers returned to work by order of union, whose constitution had been violated, and employer gave them employment without discrimination.	8
May 20	May 24	3	19	-	57	Yes	Settled by direct negotiations between employer and labor organization.	9
June 4	June 8	3	13	-	39	No	Places of strikers were filled.	10
June 16	June 21	4	14	-	56	No	Places of strikers were filled.	11
July 19	Aug. 9	18	30	10	600	No	Places of strikers were filled and employer declared "open shop."	12
July 19	July 21	2	23	-	46	Yes	Settled by direct negotiations between employer and labor organization.	13
July 20	July 27-29	5	119	774	4,262	Yes	Settled by direct negotiations between employer and labor organization.	14

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Clothing—Con.					
	<i>Boots and Shoes—Con.</i>					
1	Lasters,	Salem, . . .	Lasters presented new price-list to employer asking how such a proposition would be received, and upon being informed that the price-list would not be favorably considered went out.	Yes	1	-
2	Cutters and gang-room employees.	Bridgewater,	Employer began operations in new factory on July 6. Labor organization requested employer to pay same scale of wages as paid in Brockton, where company was formerly located. Conferences were held, but employer refused to pay Brockton scale but agreed to submit the matter to a board of arbitration.	Yes	1	-
3	McKay stitchers and lasters.	Beverly, . .	For increase in wages and recognition of union.	Yes	1	-
4	Lasters,	Beverly, . .	For increase in piece-work prices,	Yes	1	-
5	Stay makers, . . .	Brockton, . .	For reinstatement of discharged employee; also protest against new foreman.	No	1	-
6	Lasters,	Lynn,	For increase in piece-work prices,	Yes	1	-
7	Lasters,	Marlborough,	Objection to prevailing method of inspecting work.	Yes	1	-
8	Bottom scourers, . .	Whitman, . .	For increase in piece-work prices,	Yes	1	1
9	Lasters, treers, cutters, and stitchers.	Salem,	Against introduction of stamp of Boot and Shoe Workers Union into certain factories; also for increase in wages.	Yes	3	-
10	Lasters and helpers, .	Stoneham, . .	For increase in piece-work prices,	Yes	1	-
11	Lasters,	Lowell, . . .	For increase in wages,	No	1	-
12	Goodyear operators, .	Lynn,	To compel fellow workman to join certain labor organization.	Yes	1	-
13	Lasting machine operators and pullers-over.	Salem,	For increase in piece-work prices,	Yes	1	-
14	Lasters,	Weymouth, . .	Against deductions from wages for poor work on shoes which had been sold and worn and returned as unsatisfactory.	No	1	-
15	Turn workmen, . . .	Haverhill, . .	To enforce signing of union price-list providing for increase in wages which employer refused July 19.	Yes	1	-
16	Lasters,	Framingham	Against discharge of certain employees.	No	1	-

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
July 26	Aug. 2	6	25	-	150	Partly	Settled by direct negotiations between employer and labor organization; employer granted about one-half the increase demanded.	1
July 29	Aug. 10	10	260	-	2,415	Yes	Settled by direct negotiations between employer and labor organization. Employer agreed to pay Brockton scale, but decided to manufacture a third-grade shoe.	2
Aug. 4	Aug. 23	16	66	-	1,056	Partly	Settled by direct negotiations between employer and labor organization. Employer recognized union and compromised on question of wages.	3
Aug. 10	Aug. 11	1	22	-	22	Partly	Settled by direct negotiations between employer and labor organization. Slight increase in prices granted.	4
Aug. 10	Aug. 11	1	6	-	6	Partly	Settled by direct negotiations between employer and strikers. Employer reinstated discharged workman but refused to discharge foreman.	5
Aug. 10	Aug. 16	5	25	-	125	Partly	Settled by local board of arbitration.	6
Aug. 13	Aug. 17	3	36	4	116	Yes	Settled by direct negotiations between employer and committee of union.	7
Aug. 25	Sept. 10	13	8	862	4,414	Partly	Settled by direct negotiations between employer and labor organization.	8
Sept. 21	Sept. 23—Oct. 24	11	109	-	628	No	Places of strikers were filled.	9
Sept. 29	Nov. 29	51	32	-	1,227	No	Some of the strikers returned to work without concessions; places of others were filled.	10
Oct. 11	Oct. 16	5	16	-	80	No	Places of strikers were filled.	11
Oct. 26	Nov. 29	28	21	289	8,680	Partly	Strikers returned to work pending settlement of strike in another factory.	12
Nov. 29	Dec. 7	6.5	15	80	578	Partly	Settled by direct negotiations between employer and labor organization.	13
Dec. 6	Dec. 10	4	40	149	756	Partly	Settled by direct negotiations between employer and individuals.	14
Dec. 10	Dec. 13	2	10	-	20	No	Places of strikers were filled.	15
Dec. 14	Dec. 20	5	57	-	285	No	Majority of strikers returned to work on employer's terms.	16

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Clothing—Con.					
1	<i>Boots and Shoes—Con.</i> Lasters, trimmers, edge-setters, sole layers, and making room employees.	Boston, .	For reinstatement of certain lasters who left work on account of change in working code.	Yes	1	-
2	Tip repairers, ironers, and packers.	Lynn, .	Against deducting time employees were absent from factory (employees arrived late in morning and left early at night) from weekly time wages.	Yes	1	-
	<i>Garments.</i>					
3	Machine operators, .	Boston, .	For increase in piece-work prices,	No	1	-
4	Sewing girls, .	Boston, .	Against regulation of prices according to new styles of work, believing that a reduction in earnings would result therefrom.	No	1	-
5	Tailors, . . .	Boston, .	Against employment of non-union workman.	Yes	1	1
6	Coat makers, . .	Boston, .	For increase in piece-work prices on new style of coat.	No	1	-
7	Coat and skirt makers,	Boston, .	For increase in piece-work prices,	No	1	-
8	Cloak and skirt makers,	Boston, .	For reinstatement of discharged workman who refused to work on holiday (April 19).	Yes	1	1
9	Tailors, . . .	Pittsfield, .	For change in working conditions.	No	1	1
10	Skirt and coat pressers,	Boston, .	For reinstatement of discharged workman.	Yes	1	-
11	Tailors, . . .	Boston, .	Lockout to assist in establishing open shop.	-	10	-
12	Vest makers, . .	Boston, .	Against employment of non-union workman.	Yes	1	-
13	Coat makers, . .	Boston, .	For increase in piece-work prices,	No	1	-
14	Tailors, . . .	Lynn, .	Lockout in anticipation of renewed demand for discharge of non-union workman.	-	1	1
15	Coat makers and cutters.	Boston, .	For reinstatement of discharged employee.	No	1	1
16	Cutters and coat operators.	Boston, .	For reinstatement of discharged employee.	No	1	-
17	Overall workers, .	Cambridge, .	Against anticipated reduction in wages.	No	1	-
	<i>Hats, Caps, and Furs.</i>					
18	Hat makers, . .	Boston, .	Against discontinuance of use of union label.	Yes	1	-
19	Hat pressers, . .	Amesbury, .	Against reduction in wages, .	No	1	-
20	Hat and cap makers, .	Boston, .	For closed shop and against change from piece to time work.	Yes	1	-

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strik- ers	Number of Other Em- ploy- ees Thrown Out of Work	Number of Work- ing Days Lost	Suc- ceeded	Remarks	
DATES ON WHICH —								
Employ- ees Left Work	Strikers were Re- employed or their Places Filled by Others							
Dec. 22	Dec. 27	2.5	37	-	93	Yes	Settled by direct negotiations between employer and business agent of labor organization.	1
Dec. 29	Dec. 31	2	38	300	676	No	Settlement of strike was pending on Dec. 31, 1909, but places of strikers had been filled. Strikers returned to work Jan. 10, 1910, after a local board of arbitration had rendered a decision favorable to employer.	2
Jan. 1	Jan. 6	3.5	30	-	105	No	Strikers returned to work under same conditions without negotiations.	3
Jan. 20	Jan. 22	2	42	-	84	No	Strikers returned to work without negotiations under prices regulated by employer which did not reduce earnings.	4
Feb. 9	Feb. 15	5	13	-	65	Yes	Settled by local board of arbitration.	5
Mar. 11	Mar. 17	5	15	-	75	Yes	Settled by direct negotiations between employer and labor organization.	6
Mar. 15	Mar. 19	4	15	11	93	Yes	Settled by direct negotiations between employer and labor organization.	7
Apr. 21	Apr. 22	1	20	-	20	Yes	Settled by direct negotiations between employer and labor organization.	8
Apr. 22	Apr. 26	3	3	-	9	No	Strikers returned to work without negotiations.	9
May 4	May 7	3	6	-	18	Yes	Settled by direct negotiations between employer and labor organization.	10
May 31	June 4— Nov. 1	5	100	-	570	Yes	Union conditions were later granted by two firms, one on Oct. 28, 1909, the other on Nov. 1, 1909.	11
June 2	June 7	4	7	-	28	Yes	Workman joined labor organization.	12
Oct. 5	Oct. 8	2.5	12	-	30	Partly	Settled by compromise through direct negotiations between employer and strikers.	13
Nov. 1	Nov. 2	1	10	-	10	No	Employer agreed to employ union workmen, and non-union workman, who was the cause of dispute, joined the union.	14
Nov. 19	Dec. 4	12	18	22	480	No	Strikers returned to work without negotiations.	15
Nov. 22	Dec. 16	20	18	15	450	No	Strikers returned to work without concessions.	16
Dec. 2	Dec. 8	4.5	5	-	23	No	Strikers returned to work and were assured that no reduction would take place.	17
Jan. 16	Feb. 18	28	75	-	2,100	Yes	Employer reincorporated under another name; new corporation agreed to use label.	18
Apr. 5	Apr. 26	17	12	-	204	No	Settled by direct negotiations between employer and strikers.	19
Nov. 17	Nov. 29	9	14	-	126	Yes	Settled by direct negotiations between employer and labor organization.	20

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Ordered by Labor Organizations	ESTABLISHMENTS	
					Number Involved	Number Closed
	Food, Liquors, and Tobacco.					
	<i>Food Products.</i>					
1	Bakers,	Boston, ¹	For recognition of old agreement with cash bond as guarantee that employers would live up to agreement.	Yes	17	13
2	Bakers,	Chelsea, .	Against violation of union rule which was that a member of less than one year's standing can not be employed in one shop for more than four months.	Yes	1	-
	<i>Liquors.</i>					
3	Bottlers and drivers, .	Boston, .	For discharge of non-union workman and for reinstatement of discharged employee.	Yes	1	-
4	Brewery workmen, .	Worcester, .	For reinstatement of discharged workman.	Yes	1	-
	Leather and Rubber Goods.					
	<i>Rubber and Gutta Percha Goods.</i>					
5	Spreaders, winders, and grinders.	Stoughton, .	For reinstatement of discharged employees. At a conference held after strike began strikers asked for 10% increase in wages.	No	1	-
6	Stitchers,	Hudson, .	For discharge of certain official,	No	1	-
7	Heel weighers, . . .	North Brookfield.	To enforce abolition of fines for imperfect work.	No	1	-
	Metals, Machinery, and Shipbuilding.					
	<i>Iron and Steel Manufacture.</i>					
8	Molders and coremakers.	Pittsfield, .	For union shop and change from piece-work to time work.	Yes	1	-
9	Coremakers, . . .	Holyoke, .	For increase in wages, . . .	No	1	-
10	Molders and coremakers.	Westfield, .	Against employment of two molders who refused to pay back dues to union.	Yes	1	-
11	Molders and coremakers.	Holyoke, .	For increase in daily wages; molders from \$2.75 to \$3, coremakers from \$2.50 to \$2.75.	Yes	3	1
12	Grinders,	Douglas, .	For increase in wages and for discharge of foreman.	No	1	-
	<i>Miscellaneous Metal Manufactures.</i>					
13	Basters (electric lamps),	Lynn, . . .	Against change in piece-work prices adopted upon introduction of new apparatus and new working conditions.	No	1	-
14	Burnishers, . . .	North Attleborough.	For increase in wages, . . .	No	1	-

¹ Also Cambridge, Chelsea, and Malden.

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
Apr. 30	May 4-15	7	124	-	833	Yes	Settled by direct negotiations between employers' association and labor organization.	1
Dec. 14	Dec. 15	1	4	-	4	No	Places of strikers were filled.	2
Apr. 30	May 8	7	10	-	70	Partly	Settled by direct negotiations between employer and labor organization. Non-union workman was discharged, but employee was not reinstated.	3
Aug. 28	Aug. 31	2	65	-	130	Yes	Settled by direct negotiations between employer and labor organization.	4
Apr. 12	Apr. 14	1.5	32	-	48	No	Places of majority of strikers were filled, others returned to work without concessions.	5
Apr. 19	Apr. 26	6	9	25	204	No	Official was retained, but strikers were granted certain small concessions asked for during negotiations.	6
July 10	Aug. 2	19	7	-	133	No	Places of strikers were filled.	7
Apr. 10	Apr. 16	5	80	-	400	No	Settled by direct negotiations; all but six strikers returned to work on old terms.	8
July 23	July 30	6	33	-	193	No	Strikers returned to work without negotiations.	9
Sept. 17	Sept. 18	1	75	6	81	Yes	Molders in arrears agreed to pay union dues.	10
Oct. 7	Oct.13-30	10	140	29	2,035	Yes	Settled by direct negotiations between employer and labor organization.	11
Nov. 13	Dec. 1	14	32	17	686	Yes	Settled by direct negotiations between employer and employees.	12
Jan. 16	Jan. 18	1	8	-	8	No	Places of strikers were filled.	13
Oct. 27	Oct. 29	2	5	-	10	No	Places of strikers were filled.	14

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Or- dered by Labor Organ- iza- tions	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
	Public Employment.					
	<i>State.</i>					
1	Carpenters, . . .	Westborough,	For increase in daily wages from \$2.75 to \$3.	No	1	-
	<i>Municipal.</i>					
2	Tree climbers, . . .	Saugus, . .	Against reduction in wages, . .	No	1	-
	Restaurants and Trade.					
	<i>Hotels and Restaurants.</i>					
3	Bartenders, . . .	Boston, . .	Against employment of non-union bartender.	Yes	1	-
4	Cooks and waiters, . .	Lynn, . . .	For employment of none but union men, and for privilege of allowing business agent to visit restaurant at any time to collect dues.	Yes	1	1
	<i>Trade.</i>					
5	Grocery and provision clerks.	Brockton, . .	For decrease in hours of labor, . .	Yes	5	-
	Textiles.					
	<i>Bleaching, Dyeing, and Printing.</i>					
6	Yarn winders, . . .	Easthampton,	Against withdrawal of recent increase in piece-work price and substitution of premium system.	No	1	-
7	Beamers, . . .	Easthampton,	Against employment of extra learner in department.	No	1	-
	<i>Cotton Goods.</i>					
8	Weavers, . . .	Fall River, . .	For increase in wages, . . .	No	1	-
9	Weavers, . . .	Chicopee, . .	For increase in wages, . . .	No	1	-
10	Weavers, . . .	Great Bar- rington.	Against reduction in wages, . .	No	1	-
11	Beamers, . . .	Waltham, . .	Against an increase in number of ends in chain from 500 to 750.	No	1	-
12	Weavers, . . .	Fall River, . .	For increase in price for weaving certain styles from 34 to 40 cents a cut.	No	1	-
13	Weavers, . . .	Fall River, . .	For 10% increase in wages, . .	Yes	1	1
14	Mechanics, . . .	Fall River, . .	For increase in pay for overtime work.	No	1	-
	<i>Flax, Hemp, and Jute Goods.</i>					
15	Doffers and spinners, . .	Ludlow, . .	Against change in working conditions.	No	1	-

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH —								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
June 23	June 24	1	6	—	6	Yes	Settled by direct negotiations between employer and strikers.	1
Apr. 5	Apr. 13	7	4	—	28	No	Strikers returned to work without negotiations.	2
Feb. 9	Feb. 15	5	2	—	10	Yes	Settled by direct negotiations between employer and labor organization. Non-union bartender was discharged.	3
Apr. 1	Apr. 13	10	17	—	170	No	Places of strikers were filled.	4
June 3	Aug. 27	72	37	—	30	Partly	Places of strikers were filled a few days after strike began; later, compromise settlement was made by direct negotiations and strikers were reinstated.	5
May 18	May 22	3.5	30	—	105	Yes	Settled by direct negotiations between employer and strikers.	6
Nov. 1	Nov. 4	3	15	—	45	No	Places of strikers were filled.	7
Feb. 6	Feb. 10	3	8	—	24	No	Places of strikers were filled.	8
Feb. 19	Feb. 20	1	25	—	25	No	Strikers returned to work without concessions.	9
Feb. 27	Mar. 23	19.5	8	—	156	Partly	Strikers returned to work at reduced wage and looms were repaired so as to run faster and turn out more cloth.	10
Mar. 23	Mar. 29	4.5	21	12	149	Partly	Settled by direct negotiations between employer and committee of strikers. Number of ends in chain was limited to 675.	11
June 9	June 12	3	280	217	1,491	Partly	Settled by direct negotiations between employer and strikers. Weavers were granted 37 cents a cut.	12
Sept. 13	Sept. 16	3	1,680	2,129	11,427	Partly	Settled by direct negotiations between employer and labor organization. Weavers were granted a 5% increase.	13
Dec. 9	Dec. 13	2.5	29	—	73	No	Strikers returned to work on employer's terms after negotiations had failed.	14
Apr. 15	Apr. 20	2.5	85	214	402	No	Strikers left work without making any formal demands and returned to work on employer's terms without negotiations.	15

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Or- dered by Labor Organi- zations	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
Textiles — Con.						
Flax, Hemp, and Jute Goods — Con.						
1	Creelers, weavers, spoolers, etc.	Ludlow,	Creelers wanted restoration of rate of wages in force previous to the reduction made in 1907. Weavers struck against doing their own creeling even though they received the wages formerly paid the creelers. ¹	No	1	1
2	Weavers.	North Brookfield.	As a great deal of the product of weavers was damaged they were instructed to set looms back if any pick were missed. This the weavers refused to do.	No	1	-
Hosiery and Knit Goods.						
3	Embroiderers.	Northampton.	For change in working conditions.	No	1	-
Woolen and Worsted Goods.						
4	Weavers.	North Adams.	For increase in wages.	No	1	-
5	Weavers.	Uxbridge.	For 10% increase in wages.	No	1	-
6	Weavers.	Grafton.	For increase in piece-work prices.	No	1	-
7	Speckers.	Uxbridge.	For increase in wages.	No	1	-
8	Burlers.	Uxbridge.	For improved working conditions and for increase in wages.	No	1	-
9	Weavers.	Monson.	For increase in prices from 1.575 mills to 2 mills a pick on all work.	No	1	1
10	Loomfixers.	Dracut.	For increase in wages.	No	1	-
11	Weavers.	Worcester.	Against adoption of two-loom system and reduction in price per pick.	No	1	-
12	Drawing-room hands.	Holyoke.	For increase in wages.	No	1	-
13	Drawing-in tenders.	Lowell.	For increase in piece-work prices.	No	1	-
14	Weavers.	Uxbridge.	Because foreman left employ of company.	No	1	-
Other Textiles.						
15	Weavers.	New Bedford.	For increase in wages.	No	1	1
16	Weavers.	New Bedford.	Concerning imposition of fines for imperfect work.	No	1	1
17	Weavers.	Fitchburg.	For increase in wages.	No	1	1
Transportation.						
Railroads.						
18	Motormen and conductors.	Pittsfield.	For recognition of union and for increase in wages.	Yes	1	1

¹ For complete statement of cause, see pages 147 to 149, *ante*.

Strikes Reported During 1909 — Continued.

DURATION		Average Duration (Work- ing Days)	Num- ber of Strik- ers	Num- ber of Other Em- ploy- ees Thrown Out of Work	Num- ber of Work- ing Days Lost	Suc- ceeded	Remarks	
DATES ON WHICH —								
Employ- ees Left Work	Strikers were Re- employed or their Places Filled by Others							
Sept. 1	Dec. 20	92	2,280	-	108,587	No	Through medium of State Board of Conciliation and Arbitration operatives returned to work pending adjustment of wage question. On Feb. 9 weavers were granted rate of 22 cents a cut, which was two cents a cut less than they received before the strike but two cents more than rate which employer established after weavers struck. ²	1
Dec. 22	Dec. 27	3	25	-	75	No	Places of strikers were filled.	2
Nov. 3	Dec. 31	49	20	-	980	No	Places of strikers were filled.	3
Jan. 20	Feb. 1	9.5	62	-	589	No	Strikers returned to work without concessions.	4
Feb. 8	Feb. 10	1.5	30	-	45	Yes	Settled by direct negotiations between employer and strikers.	5
Mar. 18	Mar. 23	3.5	18	4	77	No	Settled by discontinuing work of department.	6
May 5	May 22	14.5	20	-	290	No	Strikers returned to work without concessions.	7
May 12	May 17	4	18	-	72	Partly	Working conditions were improved, but no wage increase granted.	8
June 8	June 10	2	20	48	184	Partly	Settled by direct negotiations between employer and strikers. Increase to 1.65 mills a pick granted.	9
July 7	July 9	2	5	-	10	Yes	Settled by direct negotiations between employer and strikers.	10
Aug. 20	Sept. 13	19	59	-	1,121	No	Places of strikers were filled.	11
Sept. 18	Sept. 21	2	24	-	48	No	Strikers returned to work on old basis.	12
Sept. 27	Sept. 28	1	5	-	5	No	Places of strikers were filled.	13
Nov. 11	Nov. 15	2.5	18	18	90	No	Places of majority of strikers were filled.	14
Aug. 23	Aug. 30	5.5	22	53	413	Partly	Settled by direct negotiations between employer and strikers. Employer granted one-half increase demanded by strikers.	15
Sept. 20	Sept. 24	3.5	25	53	274	No	Strikers returned to work without concessions.	16
Dec. 16	Dec. 27	8	56	51	963	Partly	Settled by direct negotiations between employer and strikers.	17
June 2	June 3	1	58	8	66	Partly	Increase in wages granted after negotiations between employer and strikers. Union not recognized.	18

² For complete account of this strike, see pages 146 to 181, *ante*.

TABLE 29. — *Detailed Statement of Principal*

	INDUSTRIES AND OCCUPATIONS.	Localities	Causes	Or- dered by Labor Organ- iza- tions	ESTABLISH- MENTS	
					Num- ber In- volved	Num- ber Closed
Transportation—Con.						
<i>Railroads—Con.</i>						
1	Laborers,	Nantucket, .	For increase in daily wages from \$1.35 to \$1.75.	No	1	1
2	Laborers,	Nantucket, .	For increase in daily wages from \$1.50 to \$1.75.	No	1	—
3	Laborers,	Amesbury, .	For reduction in hours of labor. Laborers were given transportation from Haverhill to place of work in Amesbury and desired the time occupied in going to and returning from work deducted from their 9-hour day.	No	1	—
4	Laborers,	Leominster, .	For reduction in hours of labor. Men were paid \$1.50 a day and worked from 6.30 A.M. to 6.45 P.M., including time spent in traveling to and from work on employer's cars (actually worked from 7 A.M. to 5.45 P.M.), and wanted to quit actual work so as to arrive home at 5.30 P.M.	No	1	—
5	Laborers,	Palmer, . . .	For increase in daily wages from \$1.50 to \$1.60.	No	1	—
<i>Teaming.</i>						
6	Teamsters,	Worcester, .	Against employment of non-union teamster.	Yes	1	—
Wooden Manufactures.						
7	Reed workers,	Gardner, . .	For increase in wages,	No	1	—
8	Riveters,	Gardner, . .	For increase in wages,	No	1	—
9	Box makers,	Boston and Cambridge.	For reduction in weekly hours of labor from 54 to 50.	Yes	3	3
10	Upholsterers,	Boston, . . .	Against employment of non-union workmen.	Yes	2	—
11	Upholsterers and drapers.	Boston, . . .	Against doing work for establishment in which strike was pending.	Yes	3	—
Miscellaneous.						
<i>Chemicals.</i>						
12	Employees,	Rowe,	Wages,	No	1	1
13	Hemmers,	Springfield, .	Against paying for damaged work.	No	1	—
<i>Paper and Paper Goods.</i>						
14	Stationary firemen, . .	Lee,	For increase in wages,	Yes	1	—
15	Rag cutters,	Adams, . . .	Against objectionable forewoman.	No	1	—
16	Machine operators and helpers.	Lynn,	For Saturday half-holiday during entire year.	No	1	—
<i>Theatres and Music.</i>						
17	Bill posters,	Boston, . . .	For increase in weekly wages from \$15 to \$18 for drivers and \$13 to \$15 for helpers.	Yes	1	—
<i>Water, Light, and Power.</i>						
18	Retort house employees.	Cambridge, .	For reinstatement of discharged workman.	No	1	—

¹ Estimated.

Strikes Reported During 1909 — Concluded.

DURATION		Average Duration (Working Days)	Number of Strikers	Number of Other Employees Thrown Out of Work	Number of Working Days Lost	Succeeded	Remarks	
DATES ON WHICH --								
Employees Left Work	Strikers were Re-employed or their Places Filled by Others							
June 17	June 18	1	80	-	80	Partly	Settled by local board of arbitration; increase to \$1.50 a day granted.	1
June 24	July 1 ¹	6	80	-	480	No	Places of strikers were filled.	2
July 26	July 29	3	55	-	145	No	Places of majority of strikers were filled.	3
Oct. 27	Oct. 29	2	11	-	22	No	Places of strikers were filled.	4
Nov. 8	Nov. 9	1	48	-	48	No	Strikers returned to work without concessions.	5
Nov. 23	Nov. 30	5	15	-	75	No	Places of strikers were filled.	6
Apr. 27	Apr. 30	3 ¹	30	-	90	No	Strikers returned to work after negotiations failed.	7
June 22	June 23	1	15	-	15	Yes	Settled by direct negotiations between employer and strikers.	8
Oct. 1	Oct. 4-5	2	50	73	193	Yes	Settled by direct negotiations between employers and labor organization.	9
Oct. 9	Dec. 3-6	41	29	-	1,126	No	Strikers resumed work after negotiations between parties concerned.	10
Nov. 8 ² Nov. 15 ² Nov. 27 ²	Dec. 6	16	17	-	269	No	Strikers returned to work under former conditions.	11
Mar. 1	Mar. 2	1	70	-	70	No	Strikers returned to work without negotiations.	12
July 9	July 19	8	18	32	336	No	Strikers returned to work on employer's terms.	13
July 15	July 23	6.5	6	50	336	No	Places of strikers were filled.	14
July 22	July 30	6.5	40	-	260	No	Strikers returned to work without concessions.	15
Oct. 4	Oct. 8	4	7	-	28	No	Places of strikers were filled.	16
June 19	July 10	17	20	-	340	Partly	Settled by direct negotiations between employer and labor organization. Drivers granted weekly wage of \$16, helpers, \$14.	17
May 1	May 2	1	24	-	24	No	Places of strikers were filled.	18

² Men struck on different dates at the several establishments.



CLASSIFICATION OF CAUSES.

Anything that may produce a disagreement between employer and employee may be the cause of a strike or lockout, yet, while there are many differently stated objects, an examination shows that nearly all of them fall within a comparatively few leading causes or groups of causes. Space does not permit the publication in this report of all causes in detail. For all practical purposes a study of causes can better be made when they are classified. All causes have been classified under seven groups, six of them being specific, and the seventh being a miscellaneous group. A list of the groups of causes and all the causes included under each group are given below.

1. *Attack Disputes*: Strikes and lockouts resulting from demands made by employees, *i.e.*, all cessations of work which result from a movement begun in the first instance by employees.

2. *Defense Disputes*: Strikes and lockouts due to resistance to proposed changes on the part of the employer, *i.e.*, all cessations of work resulting from the initiative taken by the employer in making some change in the conditions of employment.

Examples of Classification of Causes of Strikes and Lockouts taken from those Occurring in Recent Years.

1. Wages.

A. FOR INCREASE.

For advance in wages.
For new price list.
For pay for overtime work.
For adoption of union scale.
For minimum rate of wages.
For payment of premium generally granted.
For increase in wages of 10 cents a day to cover expense of car-fares.
For increase in wages on transfer from excavating to concrete work.
For increase in pay for some work that was running poorly in the looms.
Against the demands of the company for a higher grade of work on a low grade shoe.
Because the firm would pay only wages which they considered the help were worth.
For a change of wage scale.
For flat rate of wages.
For a change in price list — more pay for some kinds of work, less for others, but no change in weekly earnings as a whole.

B. AGAINST DECREASE.

Against reduction in wages.
Against proposed reduction.
Against reduction in piece prices.

B. AGAINST DECREASE — CON.

Against a reduction in wages of about 10%.
The men claimed that the looms were out of order and they could not earn sufficient unless they were repaired.
Against regulation of prices according to new styles of work.

C. SYSTEM OF PAYMENT.

Against change in system.
Dissatisfaction with premium systems.
For change from day to piece or from piece to day rate.
Misunderstanding as to wage scale.
Establishment changed method of payment from time work to piece work in the case of five lasters and required them to keep separate accounts in books of work done; men objected to keeping separate accounts; wished to consolidate the work of five in one account.

D. READJUSTMENT OF RATES.

Against proposed reduction in wages on account of new process.

1. Wages — Concluded.

D. READJUSTMENT OF RATES — Con.

- Alleged bad material.
- Against proposed price list for new line of shoes.
- On account of difficulties or ease in working, quality of material, etc.
- Against proposed reduction in wages in consideration of being relieved of certain unskilled work.
- Against proposed reduction in piece-rates on account of improved machinery.
- Against new price list which was made upon the introduction of new stitching machines.
- Against change in piece-work prices adopted upon introduction of new apparatus and new working conditions.

E. OTHER.

- For renewal of price list contract.
- Disputes as to wages due.
- For payment of wages for time lost.
- Alleged grievance as to short payment.
- Dissatisfaction with price list.
- For payment of wages before the regular pay day.
- Misunderstanding as to new wage agreement.
- Against delay of payment.
- Disputes as to frequency of pay days and change of pay days.
- Against withholding a part of wages as a guaranty.
- Against alleged unfair distribution of wage increase.
- Against trading at company's store.

2. Hours of Labor.

A. FOR DECREASE.

- For decrease in regular hours of labor.
- For weekly half-holiday.
- For 8-hour instead of 12-hour shifts.
- For 8 hours' work for 9 hours' pay.
- For Saturday afternoon with pay during entire year.
- For an agreement relative to closing Wednesday nights and Tuesday afternoons during July, August, and September, or to prevent opening Wednesday nights of stores which had closed heretofore.
- For reduction in hours of labor. Men worked from 6.30 A.M. to 6.45 P.M., including time spent in traveling to and from work on employer's cars (actually worked from 7 A.M. to 5.45 P.M.), and wanted to quit work so as to arrive home at 5.30 P.M.
- For decrease in hours of labor from 10 to 9 hours a day and also for back pay due.

B. AGAINST INCREASE.

- Against proposed increase in hours of labor.
- Against rule that piece-workers conform to hours of time workers.
- The working hours were increased from 50 to 55 hours a week which was objected to by the strikers, who went out, although

B. AGAINST INCREASE — Con.

- they had an opportunity to earn more money: they did not wish to see working hours increased.

C. OTHER.

- Disputes as to time of starting and leaving off work.
- Disputes as to arrangements of working hours.
- Against working overtime without pay.
- Regarding time allowance and entry into factory.
- Against reduction in working hours.
- Against proposal that men work less number of days in order to avoid reducing number of employees.
- Against refusal of employer to grant usual summer vacation.
- Men requested either that work should not begin before 8 A.M. or that overtime should be paid for all work done before 8 A.M.
- For reduction in hours of labor. Laborers were given transportation from Haverhill to place of work in Amesbury and desired the time occupied in going to and returning from work deducted from their 9-hour day.

3. Employment of Particular Classes of Persons.

A. AGAINST EMPLOYMENT OF LABORERS INSTEAD OF SKILLED WORKERS.

- Against introduction of female labor.
- Against extension of female labor.

B. AGAINST EMPLOYMENT OF WOMEN INSTEAD OF MEN.

- Against employment of women on certain work.

C. AGAINST EMPLOYMENT OF APPRENTICES (NOT INVOLVING TRADE UNION RULES).

- Against employment of boys instead of men.
- Disputes regarding number of apprentices allowed to journeymen.
- Refusal to work with apprentices.
- Refusal to withdraw an extra learner who had been put to work.

3. Employment of Particular Classes of Persons — Concluded.

D. FOR REINSTATEMENT OF DISCHARGED EMPLOYEES.

- For reinstatement of a certain employee.
- Against discharge of a fellow employee.
- For reinstatement of employees discharged because of change in working conditions.
- Because all men were not re-employed on conclusion of a previous dispute.
- Against transfer of some of their number to another shop.
- For reinstatement of man discharged for refusing to work on holiday.
- For reinstatement of discharged employee whose place had been filled during his absence from work.
- For reinstatement of cutter who was discharged for insulting member of firm.
- For reinstatement of employee who refused to work on a stated Saturday on which the men had voted not to work.
- For reinstatement of two men discharged for drunkenness.
- Because of discharge of one employee whose work had been unsatisfactory.
- For reinstatement of shop delegate who had been discharged.
- On account of the discharge of a union man who refused to work with a non-union man.

E. AGAINST EMPLOYMENT OF CERTAIN OFFICIALS.

- Protest against conduct of foreman.
- Objection to new foreman, etc.
- Refusal to work under alleged incompetent foreman.

E. AGAINST EMPLOYMENT OF CERTAIN OFFICIALS — Con.

- For discharge of foreman who discharged a fellow employee.
- Objection to new foreman who insisted upon men working faster than old foreman.
- Firm was notified that men would not work under foreman who had discharged a steam driller, had compelled men to work in rain, and had not treated the men with respect.
- Refused to work under foreman who showed partiality.
- Because men did not like the foreman — the men were non-union.
- For discharge of a new foreman.
- For discharge of forewoman who was too exact about work of employees.

F. DISPUTES BETWEEN CLASSES OF EMPLOYEES.

- Concerning matters of trade jurisdiction not involving union rules.
- Concerning employees working out of regular occupation.
- Against employers doing journeymen's work.

G. OTHER.

- Refusal to work with persons of certain nationalities, religious denominations, etc.
- Refusal to finish work begun by other classes of workmen.
- Against discharge of foreman.
- Because foreman left employ of company.

4. Working Conditions.

A. FOR CHANGE IN EXISTING ARRANGEMENT.

- Dissatisfaction with working conditions.
- For provision of helpers.
- Against Sunday labor.
- For change in system of ventilation.
- For change in working rules, etc.
- For number in gang to be increased on account of heavy work.
- For reduction in amount of work without change in wages.
- For establishment of a limited day's work instead of unlimited.
- For improving working conditions.
- Disagreement as to the interpretation of one clause of a new agreement relating to working conditions.
- Objection to prevailing method of inspecting work.
- Against doing certain kinds of work, alleging that it was women's work.
- To obtain a location in mill more pleasing to members of department.
- Readjustment of working conditions in one department.

B. AGAINST CHANGE IN EXISTING ARRANGEMENTS.

- Against introduction of or change in machinery.
- Against alterations in working rules.
- Against reduction in number of helpers on job.
- Against system of time clocks.
- To resent profane and abusive language by the foreman.
- Against raising standard of work.
- Against demand for new and additional work.
- Against adoption of two-loom system and reduction in price per pick.
- Doffers had got into the habit of running about the spinning room instead of staying at their frames. Were ordered to stay where they belonged and refused to do so.
- Because of an increase in the number of ends in the chain from 500 to 750.

4. Working Conditions — Concluded.

C. OTHER.

- Against imposition of fines for poor work, tardiness, etc.
- Against use of injurious materials.
- Dispute about being required to furnish tools or supplies.
- Against charges for supplies or uniforms.
- Against deductions from wages for poor work on shoes which had been sold

C. OTHER — Con.

- and worn and returned as unsatisfactory.
- Refusal to pay for damaged work.
- Objection to equality system.
- Refusal to do good work.
- To enforce abolition of fines for imperfect work.

5. Trade Unionism.

A. CLOSED SHOP.

- For closed shop.
- Against open shop.
- Against discharge of union men.
- Refusal to work with non-union workmen.
- Refusal to work with foreman not a member of union.
- Refusal to work with men in arrears to union.
- Against employment of workmen who had violated union rules.
- For closed shop and union conditions.
- For open shop.
- For discharge of non-union workman.
- Against employment of non-union workmen.
- Desire of a few agitators to make foundry a union shop.
- Refusal to work with teamster who had promised to join union and failed to do so.
- Because firm employed non-union teamster, and they demanded that the firm should either compel the man to join the union or discharge him.
- Against violation of union agreement and against attempt to run open shop.
- To have establishment assist in the movement of unionizing its employees by discharging a so-called non-union man.
- Against violation of union rule which is that a member of less than one year's standing cannot be employed in one shop for more than four months.
- Because the validity of a union card in the possession of a new employee was questioned by fellow workmen.

B. DISPUTES BETWEEN CLASSES OF EMPLOYEES.
Regarding matters of trade jurisdiction.

C. RECOGNITION OF UNION.

- Refusal of employer to sign agreement with union.
- Refusal of employer to negotiate with officials of employees' union.
- Refusal of employer to employ union workmen.

C. RECOGNITION OF UNION — Con.

- Refusal of employer to allow men to form a trade union.
- For recognition of union.

D. APPRENTICE RULES.

- Against employment.
- Change in ratio.
- For employment of but one apprentice in each shop.

E. OTHER.

- Against selling or handling non-union material.
- Regulation of method of hiring or discharging employees.
- Refusal to work with a trade unionist who was not a member of local union.
- Refusal to work with trade unionist who had worked during a previous lockout.
- Against dealing with organization of employers.
- Against right of employer to discharge employee for any causes but those specified in contract.
- Concerning right of committee of union to examine works as to safety and sanitary conditions.
- Unwillingness of union to concede to skipper of a boat the right of hiring or discharging engineers; a right belonging to general manager.
- Against violation of union contract.
- Concerning rules regulating time and length of visit of union business agents to shop.
- For recognition of old agreement (including nine-hour day, closed shop, and pay for legal holidays) with cash bond as guarantee that employers would live up to agreement.
- Against discontinuance of use of union label.
- To compel fellow workman to join certain labor organization.
- Because employees refused to join the B. & S. W. U. after having previously agreed to do so, the firm being obliged to have the union stamp because their customers desired it.
- For discharge of employees who were members of a rival association.

6. Sympathetic Strikes.

Against performing work for the establishments in which a strike or lockout is pending.

Against furnishing material to such establishments.

Sympathy with strikers in another locality.

7. Miscellaneous.

Against change in date of yearly scale.

Against signing contracts.

Against subcontracting.

Misunderstanding in regard to housing laborers.

For enforcement of law in certain matters.

Other causes which were too imperfectly reported to be subject to proper classification.

SPECIMEN FORMS OF INQUIRY TO EMPLOYERS AND
REPRESENTATIVES OF THE EMPLOYEES CON-
CERNED RELATING TO STRIKES AND LOCKOUTS.

1. CIRCULAR LETTER OF INQUIRY SENT TO EMPLOYERS.



The Commonwealth of Massachusetts

Bureau of Statistics

CHARLES F. GETTEMY
DIRECTOR

LABOR DIVISION

State House

Boston,

This Bureau is desirous of obtaining a *complete* and *accurate* record of strikes and lockouts in Massachusetts, as they occur, for publication in the Annual Report to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department; but since no legal requirement rests upon employers to notify this Bureau that a strike or lockout has *begun*, we are necessarily dependent upon various other sources for our primary information. Such information (which is *not always accurate* or *complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form annexed in so far as they relate to

Permit me to assure you that any information you may be willing to furnish will be used solely for statistical purposes and *will not be published under your name*, although the names of establishments and organizations concerned in large and important disputes may occasionally be published when the information is a matter of common knowledge and publicity in the press.

If from any cause you are unable at present to answer the questions on Part II of the form, will you kindly fill in and return Part I at once and send Part II as soon as it is possible to do so.

The practice of the Bureau is to ask a representative of the employees affected by the dispute for similar particulars.

Assuring you of our appreciation of your courtesy in this matter, I am,

Respectfully yours,

CHARLES F. GETTEMY,

Director.

2(a). SCHEDULE SENT WITH CIRCULAR LETTER TO
EMPLOYERS (PART I).

Information for the use of the Bureau of Statistics, State House, Boston.

STRIKES AND LOCKOUTS

Definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment or several establishments to enforce a demand on the part of the employees. A *sympathetic strike* is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit but go out in order to assist the employees of some *other* establishment in enforcing their demand.

A *lockout* is a refusal on the part of the employer or several employers to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers.

PART I. To be returned as soon as possible without waiting for termination of dispute.

1. City or town in which dispute took place?
2. Name of employer or establishment affected?
3. What other firms, if any, were involved in this strike?
4. Industry?
5. Locality, street and number of place of business?
6. Cause or object? (Answer this question so as to show the difference between the conditions under which the employees worked before the strike and the conditions which they desired to obtain by striking.)

Kindly enclose copy of any demands, application, or notice connected with the origin of the dispute, marking the chief points in controversy.

7. Date of first demand or notice which led to the dispute?
8. Date on which employees first left work? Time of day?
9. Was the strike ordered by a labor organization? Name of organization?
10. Was the entire establishment closed on account of strike or lockout? For how many days?
11. Number of persons employed in establishment before strike or lockout?
Males Females Total

12.	OCCUPATIONS OF STRIKERS. (For those who did not strike on the first day, state the day on which they struck.)	TOTAL NUMBER OF STRIKERS.		APPRENTICES AND YOUNG PERSONS.	
		Men.	Women.	Males.	Females.

13.	OCCUPATIONS OF OTHER EMPLOYEES. (Who were involuntarily thrown out of work as a result of the strike of other employees but who were not on strike themselves.)	TOTAL NUMBER THROWN OUT OF WORK.		APPRENTICES AND YOUNG PERSONS.	
		Men.	Women.	Males.	Females.

2(b). SCHEDULE SENT WITH CIRCULAR LETTER TO
EMPLOYERS (PART II).

Information for the use of the Bureau of Statistics, State House, Boston.

STRIKES AND LOCKOUTS

PART II. To be returned as soon as the dispute is terminated.

14. Date on which agreement to resume work was made?
15. Date on which work was actually resumed?
16. If strike was not declared off, when were the places of enough strikers filled so that employer was enabled to carry on the work practically as before the strike?
17. How many working days were the employees, who were involuntarily thrown out of employment by the strike, out of work?
18. Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted or what other concessions were made.

Kindly enclose copy of any printed or written agreement.

19. Number of persons employed after the strike who were not employed before?

Males	Females	Total
-------	---------	-------
20. Method of settlement (Place a cross (X) opposite the method used in this dispute) :
 - By negotiation between employer and employees, or their representatives.
 - By arbitration (referred to and settled by a distinctive third party).
 - If settled by arbitration give name of person or body acting as arbitrator.
 - By filling places of strikers.
 - If settled by filling places were the employees secured from other localities?
 - By other methods (specify).
21. Was the time lost by this strike made up for after the close of the conflict (through increased activity or overtime work) ?
22. If the result involved a **change** in the **rate of wages or hours of labor**, give the following particulars for **all employees** whose wages or hours were changed, whether strikers or not.

OCCUPATIONS OF EMPLOYEES AFFECTED BY CHANGES IN WAGES OR HOURS.	Date from which Change took Effect.	Number of Employees whose Wages or Hours were Changed.		Rates of Wages.		Hours of Labor a Week Exclusive of Meal Periods and Overtime.	
		Males.	Females.	Before Change.	After Change.	Before Change.	After Change.
	190			\$ per	per		

23. **Remarks regarding violence, intimidation, boycotts, picketing, and injunctions in this dispute?**

Date 19 Information furnished by

3. CIRCULAR LETTER SENT TO REPRESENTATIVES OF
EMPLOYEES CONCERNED.



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

DEAR SIR:

This Bureau is desirous of obtaining a *complete* and *accurate* record of strikes and lockouts in Massachusetts, as they occur, for publication in the Annual Report to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department; but since no legal requirement rests upon either employers or employees to notify this Bureau that a strike or lockout has *begun*, we are necessarily dependent upon various other sources for our primary information. Such information (which is *not always accurate or complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form annexed in so far as they relate to

Permit me to assure you that all returns of individual unions will be regarded as *absolutely confidential*, and the information procured will be published in the form of summaries only so as to show *general conditions* existing in the Commonwealth; the individual sources of information will not be disclosed. The names of establishments and organizations concerned in large and important disputes may occasionally be published when the information is a matter of common knowledge and publicity in the press.

If from any cause you are unable at present to answer the questions on Part II of the form, will you kindly fill in and return Part I at once and send Part II as soon as it is possible to do so.

The practice of the Bureau is to ask the employer affected by the dispute for similar particulars.

Assuring you of our appreciation of your courtesy in this matter. I am,

Respectfully yours,

CHARLES F. GETTEMY,
Director.

4(a). SCHEDULE SENT WITH CIRCULAR LETTER TO REPRESENTATIVES OF EMPLOYERS CONCERNED (PART I).



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

STRIKES AND LOCKOUTS

Definitions: A *strike* is a concerted withdrawal from work by a part or all of the employees of an establishment or several establishments to enforce a demand on the part of the employees.

A *lockout* is a refusal on the part of the employer or several employers to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers.

PART I. To be returned as soon as possible without waiting for termination of dispute.

1. Name of industry or trade affected?
2. City or town in which dispute took place?
3. Names of labor organizations to which strikers belonged?
4. If an employers' association was concerned in the dispute, give its title, with name and address of secretary.
5. Names of employers or establishments affected?
6. Cause or object? Answer this question so as to show the difference between the conditions under which the employees worked before the strike and the conditions which they desired to obtain by striking.

Kindly enclose copy of any demands, application, or notice connected with the origin of the dispute, marking the chief points in controversy.

7. Date of first demand or notice which led to the dispute?
8. First day on which employees left work?
9. Was the strike ordered by your local or by your National union, or did the men leave on their own responsibility?

10.

OCCUPATIONS OF STRIKERS.

(For those who did not strike on the first day, state the day on which they struck.)

TOTAL NUMBER
OF STRIKERS.

NUMBER OF
STRIKERS WHO
WERE MEMBERS OF
YOUR UNION.

NUMBER OF
STRIKERS UNDER
18 YEARS OF AGE.

Men

Women

Men

Women

Males

Females

Date

19

Signature

4(b). SCHEDULE SENT WITH CIRCULAR LETTER TO REPRESENTATIVES OF EMPLOYEES CONCERNED (PART II).



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

STRIKES AND LOCKOUTS

PART II. To be returned as soon as the dispute is terminated.

11. Date on which agreement to resume work was made?
12. Date on which work was actually resumed?
13. If strike was not declared off, how many members are at present on the union's strike roll?
14. If strike was not declared off, on what date did union consider strike ended?
15. Under what conditions or terms was work resumed? Kindly show for each demand whether and in how far it was granted, or what other concessions were made.

Kindly enclose copy of any printed or written agreement.

16. Method of settlement (check method used in this case):
 - By negotiations between employer and employees, or their representatives.
 - By arbitration (referred to and settled by a distinctive third party).
 - If settled by arbitration give name of person or body acting as arbitrator.
 - By filling places of strikers.
 - If settled by filling places, were the employees secured from other localities?
 - By shutting down establishment permanently.
 - By other methods (specify).
17. Were strike benefits paid to the strikers? Give rates per week, \$
18. Total amount paid to strikers in this dispute?
19. Other expenses in conducting strike?
20. Amount received from National union for carrying on the strike?
21. Other sources from which money was received for carrying on strike?
22. Remarks:

Date

19 Signature

PART III.

LABOR ORGANIZATIONS.

LABOR ORGANIZATIONS.

INTRODUCTION.

Statistics of the trade union movement in every civilized country are, with but few exceptions, notably in the United Kingdom, very incomplete and unsatisfactory. This fact is recognized by the officials of labor organizations everywhere, and at the International Trade Union Conference held in Paris in the Autumn of 1909, Herr Carl Legien, of Berlin, the International Secretary of the National Trade Union Centres, called special attention in his report to this lack of satisfactory data, in which he stated:

I am sorry to say that there is one more regrettable fact worth mentioning (*i.e.*, in addition to the delay of the national trade union centres in forwarding their annual reports), viz., the unsatisfactory statistics on the trade union movement. Our statistical statements are still very incomplete, although a favorable change has set in. The statistical statements contained in the international reports are certainly one of the most important parts of this work, but to-day they do not give a complete review of the whole trade union movement. . . . The same applies to the details relating to their annual income and expenditure. . . . We are hopeful, however, that it will not be long before we are able to complete these reports so that they may present an accurate review of the entire international trade union movement.

There are no comprehensive statistics of trade unions covering the United States as a whole, although several State bureaus of labor statistics, notably the New York State Bureau, have given some attention to the matter. Certain foreign countries on the other hand have accumulated valuable statistics of this character. In the United Kingdom the existing statutes provide an effective method for the collection of trade union statistics. There the registration of trade unions, while not compelled, is encouraged by being made a condition of valuable privileges, relating especially to the protection of the union funds, and every registered union is required to file annual statements showing receipts and expenditures, assets and liabilities, and giving separately the amounts expended for each of the several objects of the union. Statistics of membership do not appear to be

required by the letter of the act, but they are customarily asked for by the Labour Department and usually supplied by the unions. Moreover, the Labour Department being regularly concerned with the collection of trade union statistics, undertakes to compile statistics of the unions which are not registered, and in this also it seems to be remarkably successful.

No such effective machinery for compiling a statistical report of trade unions exists in the United States, and in the absence of some strong statutory inducement the only hope of obtaining tolerably complete returns is in persistent effort and the gradual education of the union officers to the desirability of helping. Owing to the fact that the local unions change their officers frequently the task has proven very difficult.

In 1908 this Bureau undertook the collection of statistics from labor organizations on a comprehensive basis. Prior to 1902, when the first directory of labor organizations in Massachusetts was compiled, no endeavor had been made to secure periodic returns directly from any large proportion of the labor organizations in the Commonwealth. Beginning with 1904, however, the Bureau has sent its inquiry blanks annually to every labor organization known to be in existence in the Commonwealth, but until 1908 the scope of its inquiries was limited to those found necessary in the securing of adequate returns for the annual edition of the directory. The results of the canvass undertaken in 1908, with a view to securing information covering a wide range of inquiries, were on the whole so satisfactory that this branch of the work was continued in 1909. This, the third part of our annual report on the Statistics of Labor for the year 1909, constitutes, therefore, the second annual report on labor organizations.

The total number of local organizations existing in Massachusetts on December 31, 1909, was 1,244 as compared with 1,243 on the corresponding date in 1908. Of the 1,244 organizations in existence at the close of 1909, 1,185 reported an aggregate membership of 168,037¹ as compared with an aggregate membership of 161,887 reported by 1,160, out of 1,243 organizations, at the close of 1908.

¹ Using this aggregate as a basis, the estimated membership of the 1,244 local unions in Massachusetts is computed to be 176,403. This estimate is derived by adding to the aggregate membership reported by 1,185 unions the product of the number of unions not reporting and the average membership of the unions reporting. Thus the number of unions not reporting their membership was 59 and the average membership of the 1,185 unions reporting was 141.80. The product is 8,366, which, added to 168,037 gives the membership, both estimated and reported, as 176,403. The estimated membership of the 1,243 local unions in Massachusetts in 1908, of which 83 failed to report, computed on a similar basis, gives the membership, both estimated and reported for 1908, as 173,470.

Of the 1,185 unions which reported their membership at the close of 1909, 127 reported an aggregate membership of 11,238 women, or 6.69 per cent of the entire membership reported, while of the 83 unions which failed to report, 11 may presumably have included women.

The aggregate payments in the form of benefits made to members of 414 unions, out of 856 unions which answered the inquiries relative to benefits paid, was \$175,586.45, while the remaining 442 unions reported the payment of no benefits whatever.

Explicit information with reference to the adoption of trade agreements was received from 818 out of 1,244 unions in the Commonwealth at the close of 1909. Of these 818 unions which answered the inquiries, 418, or 51.10 per cent, reported that they had agreements with employers.

The statistical tables dealing with details are given on pages 308 to 340. Specimens of the forms used in the collection of these statistics may be found on pages 341 to 346. The introductory pages of the report are devoted to:

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I.

DEFINITIONS AND EXPLANATION OF TERMS.

A "*labor organization*" may be defined as a group of wage-earners employed in the same trade or several allied trades who have associated themselves for the purpose of securing, by united action, the most favorable rates of wages, hours of labor, and other working conditions obtainable. There are three distinct types of labor organizations in the United States, — (a) the *local*, (b) the *delegate*, and (c) the *national* or *international*.

The *local trade union*, properly so-called, is composed of wage-earners working in a definite locality and employed in the same trade or occupation. Its affairs are authorized by direct vote of the members in formal meetings. The term "local" is customarily used by organized wage-earners to signify "local trade union" or "local union" and for purposes of brevity is so used in this report. Some locals have subordinate departments, such as the "chapels" among printers or the "shop crews" in other trades. In those localities where no local has been formed, employees often attach themselves to the nearest local elsewhere, although they may not be able to participate in its deliberations. In some localities where there is not a sufficient number of persons in a single craft to form a distinct local for each craft, the American Federation of Labor has made it a practice to form what are known as "federal labor unions," in which are associated those wage-earners whose occupation is such that they are not eligible to join any of the existing locals in that locality. The term "local" as used in this report includes not only organizations whose official names actually include the word "union," but also other organized bodies of wage-earners who prefer to be known as "associations," "assemblies," or "lodges."

A *delegate organization* consists of a body of representatives from a group of local unions. The function of such bodies is to make possible concerted action by the local unions in particular trades or localities through these representatives, known as "delegates," who have been elected by the several locals for the purpose of considering matters of common interest. This type of organization includes those purely representative bodies which are variously known as State federations, district councils, central labor unions, and joint executive

boards. In addition to the State federations and district organizations, there are local delegate organizations in nearly every city and in several large towns in the State. In the New England States we also find several delegate organizations which are made up of delegates from the locals in all of the States east of New York.

A *national* or *international organization* represents a group of affiliated local unions covering a larger territory than a single State, but ordinarily having jurisdiction over but one trade or several closely associated trades. The only distinction between national and international organizations is that the latter may have affiliated locals in more than one country. In this report the word "international" is used to designate both national and international organizations, a use of the term which general usage amply justifies. An international union may have affiliated locals in each of those States or districts where there are wage-earners employed in the trade over which that international has assumed jurisdiction. Thus some of the stronger internationals have affiliated locals in nearly every State in the Union and some have affiliated unions in Canada and Mexico. Likewise, several of the British organizations have affiliated "Societies" in this country, as, for example, the Amalgamated Brotherhood of Carpenters and Joiners and the Amalgamated Society of Engineers and Machinists. The word "National," forming a part of the official title of some organizations is sometimes misleading, inasmuch as the organization so designated may have a very limited number of affiliated locals and these may be concentrated in a few localities only. The name may thus be merely prophetic of what the organization hopes to become, or, as in the case of one or two organizations, the trade over which the organization has jurisdiction may be confined to a limited section of the country, thereby precluding the union's further growth territorially.

A large majority of the internationals in the United States have become affiliated with the American Federation of Labor, the principle of federation being similar to that of the local unions with their respective internationals. Notable among the internationals which are not affiliated with the American Federation of Labor are several large railway organizations which, while without formal federation among themselves, are nevertheless closely associated through sympathy and identity of interests. Two other organizations commonly classed as federations — the Knights of Labor and the Industrial

Workers of the World — differ fundamentally from the American Federation of Labor in that they are composed not of affiliated internationals each reserving to itself a large measure of trade autonomy but are composed rather of affiliated local bodies organized on an industrial basis and having a membership consisting of wage-earners in various more or less unrelated trades.

As variations of this type of organization may be mentioned other organizations which are, in principle, alliances of national unions having jurisdiction over related trades. The triple alliance of the International Typographical Union, the International Printing Pressmen and Assistants' Union, and the International Brotherhood of Bookbinders may be cited as illustrative of this form of association along trade lines, while the four departments within the American Federation of Labor (the Building Trades Department, the Metal Trades Department, the Railroad Employees Department, and the Union Label Trades Department) have been organized during recent years in recognition of the demand for some form of organization which shall more closely identify trade interests but which shall, at the same time, preserve the unity of all interests represented by the trade union movement at large.

II.

SCOPE AND METHOD OF REPORT.

In the preparation of this report the Bureau has communicated either by mail or through its special agents with each organization in the Commonwealth known to be in existence on December 31, 1909. The greater portion of the facts which are presented herein were obtained in answer to inquiries contained in a schedule¹ sent out shortly following the close of the year. So far as possible the returns were furnished as of the date, December 31, 1909. In some instances, owing to the failure or inability of certain organizations to state their membership as of that date, we have used the corresponding figure obtained at the end of the next earlier quarter of the year as returned on the Bureau's quarterly schedule on "Employment and Membership."²

Owing to the fact that certain of the inquiries on our schedule were not applicable to a number of the organizations addressed, and because of the reluctance of some organizations to supply information of a confidential character, the returns with respect to any single inquiry considered herein are not claimed to be exhaustive. The data showing the number of organizations in existence on December 31, 1909, as classified by location and by industries and occupations, may, however, be taken as authoritative and complete. Special effort was made to secure from as many local unions as possible the data relative to membership, and it is gratifying to state that only 59 of the 1,244 existing organizations failed to answer this inquiry as compared with 84 organizations which failed to answer the inquiry in 1908. We are also able to report more complete returns for 1909 than for 1908 in answer to other inquiries which appeared on the schedules for both years.

In addition to the inquiries on the 1908 schedule the Bureau endeavored in 1909 to procure information relative to the payments actually made to union members in the form of benefits (sick, accident, death, or funeral, out-of-work, strike, and other benefits) and whether paid from the local or international treasury. In 1908 no effort was made to ascertain the *amount* of benefits paid, the earlier

¹ For specimen of this form see *post*, pages 344 and 345.

² For specimen of this form see *post*, page 346.

inquiries having been drafted with a view to ascertaining *how many* organizations made it a practice to pay benefits of this character to their members. While the returns in answer to these new inquiries may not be considered exhaustive, representing as they do but 856 unions, or 68.81 per cent of the whole number of local organizations in the Commonwealth, the data secured is, to say the least, suggestive of the importance of the benefit features of trade unions in Massachusetts. Additional value is attached to the information received owing to the fact that we are enabled to show in conjunction therewith the corresponding membership of the organizations whose members have received the several amounts of benefits reported.

III.

ANALYSIS.

1. INTERNATIONAL ORGANIZATIONS.

The "unit body" of organization among wage-earners is the local union. By affiliation local unions form the local and district councils, State federations, and, as the highest type of representative body, the national and international organizations or federations. No information relative to the labor movement in this Commonwealth would be complete without some consideration of the international organizations with which the local unions, with few exceptions, are closely affiliated. In an endeavor to obtain such information the Bureau has communicated with each of the 113 international labor unions which had chartered locals in Massachusetts during the year 1909, and has received reports from all except four of the organizations addressed. These reports were received for the most part in June, 1909, but a few reports were received later in the year. Among other facts, each international was requested to state the total number of its chartered locals, the number of such locals in Massachusetts, and the aggregate membership of its locals in Massachusetts. No effort was made by this Bureau to ascertain the aggregate membership of all unions affiliated with each international as it was not deemed advisable to duplicate the work of the New York Bureau of Labor Statistics in compiling information of this character.¹

Of the 113² international organizations which had one or more affiliated local unions in Massachusetts during the year, 102 furnished complete returns, seven failed to answer one of the three inquiries, while from four others no report whatever was received. A tabulation of the returns from the 102 internationals for which the returns were complete shows that the total number of their affiliated locals was 23,519 (including 589³ directly affiliated locals of the American

¹ An abstract of this report of the New York Bureau of Labor Statistics is presented in Appendix I on page 347, *post*.

² For information in detail see Table I on pages 308-310, *post*.

³ The locals affiliated indirectly with the American Federation of Labor through its affiliated internationals are enumerated under the individual internationals only, otherwise such locals would be included twice in the aggregate.

Federation of Labor), of which number 1,175,¹ or five per cent, were in Massachusetts. The aggregate membership of the 1,175 affiliated locals in Massachusetts for which the membership was reported was 141,772. This aggregate, which does not include returns for locals affiliated with 11 internationals for which the reports were incomplete, may, with this qualification borne in mind, be compared with the aggregate membership (168,037) of the 1,185 locals which directly reported their membership to this Bureau. It thus appears that the internationals have, in some instances at least, underestimated the membership of their affiliated locals in Massachusetts. As the payments by the local unions to their respective internationals are based on the membership of the locals, it seems reasonable to assume that the locals in making returns to their internationals have submitted minimum statements rather than to assume that the locals have overstated their membership in their reports to this Bureau. The total number of locals affiliated either directly or indirectly with the American Federation of Labor (as reported by this Federation and by 76 out of 87 of its affiliated internationals which had chartered locals in Massachusetts) was 17,991, of which number 943, or 5.24 per cent, were in Massachusetts. The aggregate membership of these 943 locals was 101,057. According to returns published under date of May 15, 1909,² the total number of national and international unions affiliated with the American Federation of Labor was 118, representing approximately 27,000 local unions.

The internationals having each 20 or more³ chartered locals in Massachusetts, arranged in the order of the number of locals, were the following:

¹ This number is somewhat less than the actual number (1,244) of local unions found to be in existence at the end of December, 1909 (see p. 279 and Table IV on pages 311-313), but it must be borne in mind that were the returns from the eleven internationals, for which the returns were unavailable or incomplete, added, the total number of locals in Massachusetts as reported by the internationals would be somewhat in excess of the actual number found to be in existence on December 31, 1909. This Bureau communicated with each of the locals enumerated by the internationals either by mail or by special agent, and it was learned in some instances that unions which were reported by the international as in existence in June, 1909, had disbanded, some of them since the report from the international was received and others prior to the date of the report.

² See "List of organizations affiliated with the American Federation of Labor," Table I on pages 308 to 310.

³ For the complete list alphabetically arranged see Table I on pages 308 to 310.

NAMES OF INTERNATIONALS.	Number of Chartered Locals in Massachusetts
Carpenters and Joiners of America, United Brotherhood of,	128
Boot and Shoe Workers Union,	63
Painters, Decorators, and Paperhangers of America, Brotherhood of,	61
Bricklayers, Masons, and Plasterers' International Union of America,	50
Hotel and Restaurant Employees International Alliance and Bartenders International League of America,	37
Building Laborers, International Protective Union of,	34
Teamsters, International Brotherhood of,	34
Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada, United Association of Journeymen,	31
Barbers International Union of America, Journeymen,	29
Molders Union of North America, International,	27
Musicians, American Federation of,	26
Machinists, International Association of,	25
State, City, and Town Employees, National Federation of,	25
Textile Workers of America, United,	21
Granite Cutters International Association of America, The,	21
Railroad Trainmen, Brotherhood of,	20
Typographical Union, International,	20
Other internationals having affiliated locals in Massachusetts,	586 ¹
Total number of affiliated locals in Massachusetts,	1,243¹

¹ Does not include the locals affiliated with four internationals which failed to answer this inquiry.

The 17 internationals enumerated in the above list included 657, or 5.29 per cent of the entire number (1,243) of local unions in Massachusetts affiliated with the 109 internationals answering this inquiry. It should not be assumed that the number of unions as classed under each occupation elsewhere in this report represents invariably the number of locals in Massachusetts affiliated with any international having jurisdiction over that occupation, for in some cases one or more of these internationals conflict in their jurisdiction over the same occupation or group of occupations, while in other cases several closely related occupations may be under the jurisdiction of a single international.

The aggregate membership of the 657 locals affiliated with the 17 internationals enumerated in the above list was 84,396, or 59.50 per cent of the aggregate membership of the 1,175 locals in Massachusetts affiliated with the 102 internationals which answered this inquiry. The relative strength of these internationals within Massachusetts is not necessarily determined by their rank either on the basis of the number or membership of affiliated locals in the State. The strength of any labor organization depends largely on the *proportion* of the employees eligible to join that organization who have *actually* become members in good standing. In order to determine such proportions it would be necessary to secure as a basis of computation the actual number of persons engaged in the occupation actually under the

jurisdiction of each respective organization. A set of data of this character having any reasonable degree of accuracy or completeness has not yet become available. The information relative to occupations obtained in connection with the Federal Census of 1910 promises to afford information which, when tabulated according to the revised classification of occupations adopted by the Bureau of the Census, will make possible the preparation of statements showing with some measure of accuracy the actual strength of certain of the more important international labor organizations.

2. DELEGATE ORGANIZATIONS.

A. INTRODUCTORY.

While affiliated with their respective international organizations, nearly all of the local organizations in Massachusetts are at the same time affiliated with what this Bureau has found convenient to designate as "delegate organizations,"¹ which have no direct membership but consist merely of "delegates" or "representatives" from groups of local unions. These organizations have for convenience been grouped under two classes, (a) State and District Organizations and (b) Local Delegate Organizations. In the following table is shown the number of delegate organizations in Massachusetts at the close of each of the five years, 1905-1909:

YEARS.	Number of State and District Organizations	Number of Local Delegate Organizations	Total Number of Delegate Organizations
1905,	- 2	71	- 2
1906,	- 2	74	- 2
1907,	44	73	117
1908,	51	78	129
1909,	54	88	142

The total number of delegate organizations at the close of 1909 was 142 as compared with 129 in 1908 and 117 in 1907. This steady increase in the number of such representative bodies is in line with the development of modern industrial life which, owing to ever increasing interdependence of the various branches of industry, makes necessary larger and more intimate relationship between the many factors involved in that development. The influence of the mere

¹ See definition on page 267, *ante*.

² Exhaustive lists of State and District Organizations in 1905 and 1906 are not available.

craft form of organization consequently becomes less effective particularly where it is confined to a limited locality. Recognizing this fact the leaders in the labor movement are concentrating their efforts more largely on the establishment of organizations of a representative character, which organizations shall not only have jurisdiction over a larger area but at the same time shall have jurisdiction over a wider range of occupations. This organizing of representative bodies, as distinct from the organizing of new local unions, appears to be particularly characteristic of the labor movement of the present period.

The function of each of these delegate organizations is to render possible concerted action by a number of individual unions within the area over which it may exercise jurisdiction. The influence of each is determined largely by the number, membership, and degree of organization of the local unions represented by it. The membership of a delegate organization is of itself a purely arbitrary one, depending upon the number of delegates which represent each union associated in its organization. A statement showing the number of delegates in these organizations would, therefore, be of but little significance, if any, nor would it be proper to add the number of such delegates to the membership of the local unions, inasmuch as such delegates are already enumerated within the membership of the local unions which they represent.

B. STATE AND DISTRICT ORGANIZATIONS.

The total number of organizations included in this group ¹ at the close of 1909 was 54, as compared with a total of 51 at the close of 1908. The 54 organizations existing at the close of 1909 included 11 State Branches, comprising locals affiliated with various Internationals; 10 New England District Councils having affiliated locals in Massachusetts; eight System Divisions of Railway Employees; and 25 District Councils (including carpenters, 10; painters, 4; machinists, 3; and others, 8). The number under each class in 1909 varied but little from that in 1908, the most notable variation being a net increase of three New England District Councils.

The organizations of this character which represented over 25 affiliated local unions in Massachusetts were: The Massachusetts

¹ For a comparative statement for the years 1908 and 1909, see Table II on page 310.

State Branch of the American Federation of Labor which in October, 1909, represented 211 local unions and 29 central labor unions; the Massachusetts State Conference of Bricklayers and Masons with 51 locals; the Massachusetts State Council, United Brotherhood of Carpenters and Joiners, with 31 locals; the Massachusetts State Branch of Journeymen Barbers with 29 locals; and the New England Conference Board of International Molders Unions with 27 locals in this State alone.

C. LOCAL DELEGATE ORGANIZATIONS.

Within this group there were 88 organizations at the close of 1909 as compared with 78 at the close of 1908. Among the 88 organizations existing at the close of 1909¹ 33 were central labor unions, 12 building trades councils or sections, 10 carpenters' district councils, six joint shoe councils, five allied printing trades councils, three textile councils, and 19 other local delegate organizations. Of these 88 organizations 21 were in Boston; six in Brockton; five each in Lynn and Springfield; four each in Fall River, Lowell, and Worcester; three each in Haverhill, Holyoke, and New Bedford; two each in Lawrence, North Adams, Pittsfield, and Salem; and one each in 22 other cities and towns. The organizations of this character were confined to 36 localities, of which 24 were cities and 12 were towns. Of the 22 localities which had only one organization of this character 19 had only a central labor union, and three had only a building trades council. Of the 33 cities in the State, nine had no local delegate organization of any kind, namely, Beverly, Everett, Gloucester, Medford, Melrose, Newburyport, Newton, Somerville, and Woburn.²

Illustrative of this group of organizations may be mentioned the Boston Central Labor Union having 155 affiliated locals on September 15, 1909. Other organizations of this character having each 20 or more affiliated locals (not arranged in order of number of unions) were the Carpenters District Council of Boston and Vicinity, the Building Trades Section of the Boston Central Labor Union, and the Central Labor Unions in Brockton, Cambridge, Haverhill, Holyoke, Lowell, Lynn, New Bedford, North Adams, Pittsfield, and Worcester.

¹ For a statement in detail for 1909, see Table II on page 311.

² While these cities had no local delegate organizations, several of the local unions in Beverly, Everett, Medford, Melrose, Newton, and Somerville were affiliated with local delegate organizations in neighboring cities.

3. LOCAL ORGANIZATIONS.

A. NUMBER AND MEMBERSHIP.

(a) *Introductory.*

This Bureau has published annually, beginning with the year 1902, and with the exception of the year 1903, a Directory of Labor Organizations, in which an endeavor was made to include all of the labor organizations existing in the Commonwealth at the time each directory was published. Using the directories for the years 1904 to 1907¹ as a basis, a comparative statement was compiled for use in our annual report for 1908, showing by cities and towns the number of local unions in existence on December 31 of each of those years. In preparing this statement the five directories were revised in accordance with recent investigations; all organizations subsequently found to have been disbanded at the time each directory was published were eliminated, and all organizations which had since been discovered to have been in existence at the time the respective directories were published, but which, for lack of information at the time, were not included, were added. The revision of each directory was made on the basis of December 31 of each year because the Bureau has adopted that date as the date of future returns of this nature.

In this report tables are presented showing the number of labor organizations in Massachusetts at the close of each of the five years 1905 to 1909, also a detailed statement showing the number of local organizations in each city and town at the close of each of those years. For the years 1908 and 1909 the Bureau presents, with a fair measure of exhaustiveness, comparative statements showing not only the number of local unions but also their membership classified both by localities and by industries and occupations, together with tables showing the number of women in these organizations similarly classified.

(b) *Number of Labor Organizations.*

In the following table is shown the total number of local unions in Massachusetts on December 31 of each of the five years, 1905 to 1909,² together with additional returns for the years 1908 and 1909

¹ The directory for 1902 was disregarded in preparing this statement because, owing to the fact that as it was the first directory of this nature compiled by the Bureau, it was not deemed sufficiently exhaustive for comparative purposes. Furthermore as no directory was issued in 1903, a continuous annual record beginning with 1904, only, could be presented.

² For a detailed classification of local unions by cities and towns see Tables IV and V on pages 311 to 314, *post*, and for a detailed classification of local delegate bodies by character and by certain specified cities and towns see Table III, on page 311, *post*.

showing the number of unions reporting their membership, the aggregate membership reported and the approximate membership of all unions, including reasonable estimates for those which failed to report.

YEARS.	Number of Local Unions	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting Membership	Estimated Membership of All Local Unions
1905,	1,227	1 -	1 -	1 -
1906,	1,266	1 -	1 -	1 -
1907,	1,296	1 -	1 -	1 -
1908,	² 1,243	1,160	161,887	³ 173,470
1909,	1,244	1,185	168,037	³ 176,403

There does not appear to have been any uniform increase or decrease in the number of local unions in the State during the past five years; the largest number reported was 1,296 in 1907 and the smallest number was 1,227 in 1905. The period embracing the year 1906 and the earlier part of the year 1907 was one of unusual prosperity during which there was a net increase in the number of local unions, but during the period of industrial depression beginning in the latter part of 1907 and not fully ended at the close of 1908 a large number of unions either disbanded or amalgamated with other local organizations in the same locality. In 1909 the number of new unions organized just about balanced the number of unions which went out of existence, the total number in existence at the close of 1909 being 1,244 as compared with 1,243² at the close of 1908.

(c) *Number of Local Organizations, by Localities.*

In order to determine to what extent the local unions are distributed in the more densely populated centres the following table has been prepared, showing for each of the five years, 1905 to 1909, the number of unions and percentages of the total number in the State, in Boston, in the 32 other cities in the State, and in all towns, with totals for the State as a whole.

¹ No effort was made by this Bureau to obtain statistics of membership prior to 1908.

² In the report for 1908 the number of local unions for that year was given as 1,256. This total included 13 unions which are not included in the total for 1909 because they are not, strictly speaking, *labor* organizations, but rather *educational* and *beneficial* organizations. The totals for 1908, have, accordingly, been corrected as above in order that the 1908 and 1909 totals may be strictly comparable.

³ See footnote on page 264.

ABSOLUTE NUMBERS.

LOCALITY GROUPS.	1905	1906	1907	1908	1909
The State.	1,227	1,266	1,296	1,243	1,244
<i>Cities (33),</i>	<i>975</i>	<i>1,001</i>	<i>1,012</i>	<i>972</i>	<i>973</i>
<i>Boston,</i>	<i>262</i>	<i>266</i>	<i>260</i>	<i>241</i>	<i>245</i>
<i>32 other cities,</i>	<i>713</i>	<i>735</i>	<i>752</i>	<i>731</i>	<i>728</i>
<i>Towns,</i>	<i>252</i>	<i>265</i>	<i>284</i>	<i>271</i>	<i>271</i>

PERCENTAGES.

<i>Cities (33),</i>	<i>79.46</i>	<i>79.07</i>	<i>78.09</i>	<i>78.20</i>	<i>78.22</i>
<i>Boston,</i>	<i>21.35</i>	<i>21.01</i>	<i>20.06</i>	<i>19.39</i>	<i>19.70</i>
<i>32 other cities,</i>	<i>58.11</i>	<i>58.06</i>	<i>58.03</i>	<i>58.81</i>	<i>58.52</i>
<i>Towns,</i>	<i>20.54</i>	<i>20.93</i>	<i>21.91</i>	<i>21.80</i>	<i>21.78</i>

From the above table it appears that the distribution of unions by locality groups remained fairly constant during the five-year period considered, and that in each year about one-fifth of the local unions were located in Boston, about three-fifths in the 32 other cities, and about one-fifth in the towns. At the end of each of the last four years considered, the percentage of unions in towns of the total number in the State was larger than the corresponding percentage for 1905, but the percentages for the last two years were slightly less than that for 1907. For Boston the percentages for each of the years 1906, 1907, 1908, and 1909 were slightly less than the percentage for 1905.

(d) *Number and Membership of Local Unions by Localities.*

At the close of 1908 there were 1,243 local unions in the Commonwealth, of which number 1,160 reported a total membership of 161,887. The estimated membership of the 83 locals which failed to report was 11,583, which added to the total membership of the 1,160 unions which reported gives 173,470 as the aggregate membership of all unions, reported and estimated. At the close of 1909 the number of local unions was 1,244, of which number 1,185 reported a total membership of 168,037, to which may be added the estimated membership (8,366) of 59 unions which failed to report, giving 176,403 as the aggregate membership of all unions, reported and estimated. The comparison for these two years shows that while there has been a net increase of but one union there has been an increase of 2,933 in the aggregate membership, reported and estimated, of all unions for 1908 as compared with 1909. The average membership of the

unions reporting at the close of 1909 was 141.80 as compared with 139.56 at the close of 1908.

The following table shows for the years 1908 and 1909 the number of local unions in each of the 20 cities in which there were 10 or more local unions having a reported membership of over 1,000 (in 1909), also the number and membership of unions which reported their membership, together with corresponding totals for all other cities and towns grouped together.

CITIES.	1908			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported
BOSTON,	241	228	62,389	245	234	61,144
BROCKTON,	51	50	16,201	53	50	14,506
CAMBRIDGE,	13	10	929	12	12	1,164
CHELSEA,	13	11	1,160	12	12	1,859
FALL RIVER,	32	31	7,684	30	29	7,448
FITCHBURG,	32	30	1,602	29	29	1,637
HAVERTHILL,	25	25	3,482	26	25	5,295
HOLYOKE,	33	30	2,212	32	30	2,218
LAWRENCE,	52	43	4,141	44	44	4,770
LOWELL,	44	40	4,062	43	40	4,119
LYNN,	50	49	9,599	56	52	10,586
MARLBOROUGH,	11	11	449	15	15	1,161
NEW BEDFORD,	32	30	4,027	33	33	7,547
NORTH ADAMS,	26	25	1,217	26	25	1,076
PITTSFIELD,	24	21	1,388	26	25	1,492
QUINCY,	22	21	1,875	18	17	2,180
SALEM,	25	22	1,748	29	26	2,438
SPRINGFIELD,	57	54	5,687	61	57	5,849
TAUNTON,	25	25	1,872	23	23	1,559
WORCESTER,	58	56	5,473	59	56	5,338
Other cities and towns,	377	348	24,690	372	351	24,551
The State.	1,243	1,160	161,887	1,244	1,185	168,037
<i>Estimated membership of unions not reporting,</i>	-	83	11,683	-	59	8,366
<i>Total membership of all unions reported and estimated,</i>	<i>1,243</i>	-	<i>173,470</i>	<i>1,244</i>	-	<i>176,403</i>

In the 20 cities specified in the above table there were 872 unions at the close of 1909, or 70.10 per cent of the total number in the State, as compared with 866, or 69.67 per cent of the total number, at the close of 1908. Boston far out-ranked all other cities both with respect to the number of unions and the aggregate membership of the unions reporting, having 245 unions in 1909, of which number 234 reported an aggregate membership of 61,144. The city having the next largest number of unions was Springfield with 61, followed by Worcester with 59, Lynn with 56, Brockton with 53, Lawrence with 44, Lowell with 43, New Bedford with 33, Holyoke with 32, and Fall River with 30.

The total membership reported by 834 out of 872 local unions in these 20 cities was 143,486, or 85.39 per cent of the entire membership reported by 1,185 out of 1,244 unions in the State. Of the 245 unions in Boston, 234 reported a total membership of 61,144, or 36.39 per cent of the entire membership of all unions reporting. Brockton ranked second in point of membership, 50 out of 53 unions in that city having reported a total membership of 14,506. Then followed in order of membership reported: Lynn, 10,586; New Bedford, 7,547; Fall River, 7,448; Springfield, 5,849; Haverhill, 5,395; Worcester, 5,338; Lawrence, 4,770; and Lowell, 4,119.

Comparison of the membership reported in 1909 with that reported in 1908 shows a gain in each of the 20 cities specified with the exception of Boston, Brockton, Fall River, North Adams, Taunton, and Worcester. The percentages of loss in each of the six cities in 1909 based on the membership reported in 1908 were as follows: Boston, 2.00 per cent for 234 unions reporting, as compared with 228 unions in 1908; Brockton, 10.46 per cent for the same number (50) unions reporting each year; Fall River, 3.07 per cent for 29 unions reporting as compared with 31 in 1908; North Adams, 11.59 per cent for the same number of unions (25) reporting each year; Taunton, 16.72 per cent for 23 unions in 1909 as compared with 25 unions in 1908; and Worcester, 2.47 per cent for the same number of unions (56) reporting each year.

Owing to the failure of a few unions in certain cities and towns to report their membership either in 1908 or 1909, due allowance must be made in making a comparison of the membership by years in those cities and towns for which the returns are not complete for each year. The failure of even a very few unions to state their membership militates greatly against the completeness and comparability of the returns of this character, for which reason it is earnestly desired that in the very near future it may be possible to present returns relative to membership which may include every local union in the Commonwealth.

While Boston far out-ranked all other cities both in respect to the number of unions and the total membership reported, Brockton ranked first in respect to the average membership of unions reporting; the average for this city having been approximately 290. Other cities and towns in which the average membership was over 200 were: Rockland (town), 272; Boston, 261; Fall River, 257; New Bedford,

229; Whitman (town), 217; Haverhill, 212; and Lynn, 204. Large textile unions in Fall River and New Bedford and large unions of boot and shoe workers in Brockton, Rockland, Whitman, Haverhill, and Lynn served to produce a high average membership for these respective cities and towns. In Boston no one occupation could be singled out as the largest contributing factor, but several large unions such as the unions of carpenters, painters, teamsters, and cigar makers combined to bring up the average; furthermore, in Boston the unions with a comparatively small membership were notably few.

At the close of 1909 there was at least one local union in each of the 33 cities of the State and in 96 of the 321 towns, leaving 225 towns not so represented. The corresponding statement for the close of 1908 showed that there was one local union in each of the 33 cities and in 93 of the 321 towns, leaving 228 towns not so represented.

(e) *Number and Membership of Local Unions by Groups of Trades and Occupations.*¹

The following table shows for the close of the years 1908 and 1909 the number of local unions existing and the number and membership of unions which reported their membership in each of the 19 groups of trades in which the reported membership was over 2,000.

GROUPS OF TRADES.	1908			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported
Boot and shoe workers,	82	81	29,644	107	95	33,959
Building trades,	333	307	25,409	337	328	29,003
Railroad transportation,	122	117	17,245	129	122	16,536
Cotton-mill operatives,	30	28	11,442	28	26	11,880
Teaming,	40	36	9,576	36	34	9,472
Iron and steel trades,	106	100	8,512	95	92	7,935
Theatres and music,	44	41	4,890	44	43	5,959
Hotels and restaurants,	38	34	4,307	38	37	5,067
Freight handling,	20	18	4,368	15	15	4,359
Building and street labor,	38	31	4,087	34	30	4,276
Tobacco trades,	18	18	3,862	18	18	3,711
Printing and publishing,	30	29	3,632	30	30	3,658
Municipal employees,	31	29	3,731	29	29	3,591
Stone working trades,	39	38	3,676	42	39	3,566
Stationary engineers,	30	27	2,617	27	26	3,078
Garment trades,	21	21	2,379	23	23	2,811
Woolen and worsted mill operatives, . .	17	16	2,651	21	18	2,513
Liquor trades,	17	16	2,308	18	18	2,377
Barbering,	29	29	1,984	29	29	2,074
Totals (19 trades),	1,085	1,016	146,320	1,100	1,052	155,825
Other trades,	158	144	15,567	144	133	12,212
Totals (all trades),	1,243	1,160	161,887	1,244	1,185	168,037

¹ For information in detail by industries and occupations, see Table VI on pages 315 to 318.

Of the 19 groups of trades specified the building trades led in point of number of unions with 337 at the close of 1909, followed by railroad transportation with 129 unions, boot and shoe working with 107 unions, and iron and steel trades with 95 unions. As compared with corresponding figures for the close of 1908 an increase of 25 in the number of unions of boot and shoe workers is to be noted. The *number* of unions, however, is of merely secondary importance for the reason that in any specific group of trades the actual membership of the unions may be small notwithstanding the fact that there may be a comparatively large number of unions represented. For this reason in drawing comparisons between the several groups of trades the corresponding statements of membership should receive special consideration. The total membership reported by 1,052 out of the 1,100 unions in the 19 groups of trades specified in the table was 155,825, or 92.73 per cent of the total membership of 1,185 unions reporting out of 1,244 unions in all trades. The leading trade in point of membership reported at the close of 1909 was boot and shoe working, with a total membership of 33,959 reported by 95 out of 107 unions existing at the close of 1909 and constituting 20.21 per cent of the aggregate membership reported by the 1,185 unions reporting. The building trades ranked second with a total membership of 29,003 reported by 328 out of 337 unions in that group of trades. Then followed in order of membership reported: Railroad transportation, cotton-mill operatives, teaming, iron and steel trades, theatres and music, and hotels and restaurants, each having a reported membership of over 5,000.

Nearly all of the trades specified showed an increase in membership at the close of 1909 as compared with corresponding returns for the close of 1908, but the percentage of increase where it occurred was comparatively small. While a comparison of returns for the two years may not be considered thoroughly reliable owing to the incompleteness of the returns in certain instances, nevertheless the returns as presented appear to indicate that the increase in the aggregate membership of all unions in the State is largely to be attributed to the increased membership in these leading groups of trades.

The local unions for the most part are organized on the basis of specific occupations or crafts rather than on the basis of larger groupings, for which reason it seems advisable to present, briefly, returns showing by occupations the number and membership of the unions

in the several leading occupations represented. The occupations in which there were 20 or more unions at the close of 1909 were, in the order of number of unions: Carpenters, 131; painters, decorators, and paperhangers, 55; bricklayers, masons, and plasterers, 53; plumbers, steamfitters, and gasfitters, 38; teamsters and helpers, 36; bartenders, 30; hod carriers and building laborers, 30; boot and shoe workers (mixed), 30; barbers, 29; municipal employees, 29; musicians, 28; machinists, 27; molders (iron and brass), 27; granite cutters, 22; railroad trainmen, 22; railway clerks, 21; and retail clerks, 20.

On the basis of membership reported at the close of 1909 the occupations in each of which the membership reported was over 3,000 were: Carpenters, 14,695; teamsters, 9,472; boot and shoe workers (mixed), 8,433; cotton weavers, 5,780; boot and shoe cutters, 5,294; boot and shoe stitchers, 4,995; musicians, 4,978; bricklayers, masons, and plasterers, 4,972; boot and shoe lasters, 4,447; painters, decorators, and paperhangers, 4,195; railroad trainmen, 4,132; municipal employees, 3,591; hod carriers and building laborers, 3,536; bartenders, 3,292; machinists, 3,208; cigarmakers, 3,146; and street and electric railway employees, 3,130.

(f) *Women in Trade Unions.*¹

Of the 1,185 unions which reported their membership, aggregating 168,037 members at the close of 1909, 127 unions included female members, and, of these, three unions, with a total membership of 625, were composed entirely of women. The number of women in these 127 unions was 11,238, or 6.69 per cent of the entire membership reporting, as compared with a corresponding percentage of 6.23 for the close of 1908. Of the 59 unions which failed to report in 1909 only 11² might reasonably be supposed to have had female members, hence the total number of women in all trade unions in the State would not vary greatly from the number reported by the 127 unions above considered.

The cities having each at least 500 women in trade unions were: Brockton with 3,324; Fall River, 1,741; Boston, 1,083; Haverhill,

¹ For information in detail by cities and towns and by industries, see Tables VII and VIII on pages 319 to 321.

² Three of these were located in Boston and one each in Brockton, Chicopee, Fall River, Holliston, Lynn, Salem, Springfield, and Weymouth. Five of the 11 unions were composed of boot and shoe workers, two of textile workers, and one each of telegraphers, laundry workers, felt and straw hat workers, and theatrical stage employees.

732; New Bedford, 707; and Lynn, 522. The cities and towns in which there were three or more unions having female members were: Boston, 16 unions; Brockton, 13 unions; Haverhill, seven unions; Lynn and Springfield, six unions each; Fall River, Lawrence, and New Bedford, five unions each; Athol, Lowell, Marlborough, North Adams, and Whitman, four unions each; and Holyoke, Pittsfield, Taunton, and Worcester three unions each.

Of the entire number of female trade unionists reported, 6,444, or 57.34 per cent, were boot and shoe workers, and 2,520, or 22.42 per cent, were cotton-mill operatives. The remaining 2,274, or 20.24 per cent, included cigar makers and tobacco strippers, 851; retail clerks, 298; musicians and actresses, 277; garment workers, tailor-esses, and dressmakers, 222; compositors, 131; laundry workers, 128; woolen and worsted mill operatives, 119; bookbinders, 78; hotel and restaurant employees, 76; railroad telegraphers, 32; other trades, 62.

(g) Membership of the Largest Local Unions.

Of the 1,185 local unions which reported their membership in 1909, 418, or 35.27 per cent, had each 100 or more members, while 21 unions reported each a membership of 1,000 or over. Seven of these largest unions were located in Boston; four in Brockton; two each in Fall River, Lynn, and New Bedford; and one each in Abington, Haverhill, Middleborough, and Rockland. Ten of these 21 unions were unions of boot and shoe workers; four of textile workers; two of teamsters; and one each of bartenders, cigarmakers, compositors, musicians, and painters. The membership of the largest union was approximately 3,300, and of the next largest approximately 3,200; three unions had a membership ranging between 2,000 and 3,000; four, between 1,500 and 2,000; and 12 between 1,000 and 1,500.

(h) Membership of Identical Unions.

During the course of a single year a considerable number of local unions disband and many new ones are formed, consequently, while the total number of unions existing at the close of one year may vary but little from the total number existing at the close of the previous year, tabulations based on these totals may by no means represent identical unions. Furthermore, it is almost impossible to obtain

statistics of membership from every union, without exception, for a particular date arbitrarily chosen. In order to ascertain the actual fluctuation in membership of identical unions (*i.e.*, of unions in existence on December 31, 1908, and December 31, 1909) a table ¹ has been prepared showing, for specified cities and for other cities and towns grouped together, the membership on each of these two dates and also the increase or decrease in 1909 as compared with 1908.

The total number of identical unions reporting was 687, of which number 344 reported increases in membership, 281 reported decreases, and 62 reported no change. The net increase reported by these 687 identical unions was 3,213. In 14 of the 20 cities specified there was an increase in the membership reported; in six cities (Boston, Brockton, Fall River, Marlborough, North Adams, and Taunton) there was a decrease, and in the other cities and towns grouped together there was a slight decrease.

B. METHODS OF RAISING REVENUE.

(a) *Introductory.*

The international trade unions which have their headquarters in the United States obtain their revenues largely by receiving at stated intervals contributions, known as "per capita taxes," from each affiliated local union. New unions usually pay to the international union also a charter fee at the time of organization. In some cases the international receives a portion of the initiation fees paid by the new members when joining the local unions. It is also a not uncommon practice for the international to secure some revenue as profit on stationery and other supplies furnished the local union. In emergencies, as in the case of strikes, the international may levy assessments for specific purposes, more often at the option of its executive board, but in some instances only after approval by the affiliated unions through referendum. The local unions usually enjoy considerable freedom in the matter of raising revenues for local purposes. Not infrequently the national constitution prescribes the maximum and minimum amounts which the local union may assess its members in the form of initiation fees, dues, and reinstatement fees, but ordinarily this is done merely to safeguard the individual members and to prevent any abuse which might result were there no restrictions of this character.

¹ See Table IX on page 321.

(b) Dues.¹

From 938 out of 1,244 local unions existing at the close of 1909 explicit information was received in answer to the inquiry regarding the amount of dues paid by their members. These returns showed that monthly payments of dues were required of members by 670 unions, or 71.43 per cent of the unions answering this inquiry; 190 unions required weekly payments; 67 required annual payments; seven required quarterly payments; one, semi-annual payments; while three unions had no determinate period of payment. The local dues varied greatly in amount, depending somewhat upon the earnings of the trade represented but more upon the degree of organization of the union and the number and amount of benefits paid by it. Over 60 specific rates were mentioned, of which the more popular rates were; 50 cents, monthly, by 236 unions; 75 cents, monthly, by 122 unions; 25 cents, monthly, by 71 unions; 25 cents, weekly, by 70 unions; \$1.00, monthly, by 63 unions, and 60 cents, monthly, by 54 unions. Other specific rates were paid by less than 50 unions in each case. By 58 unions a system of graded rates, based on classes of membership within the individual union, was in operation; for five unions the dues paid consisted of a percentage of the earnings of individual members; in two cases a combination of specific rate and percentage of earnings was in effect; and in three cases other methods of determining the dues were in operation. The highest specific rate of dues charged (all rates having been reduced to an annual basis for comparison) was \$33 a year, represented by six unions, of which the dues in each case were \$2.75 a month. Of the 870 unions which reported a specific rate of dues, 705, or 81.03 per cent, reported rates of dues which amounted to \$6 a year or over for each member, while only 149, or 17.13 per cent, reported specific rates of dues which amounted to over \$12 a year a member.

In those instances where graded dues were imposed the rate was usually lower for women than for men, and where men of different earning powers are admitted the dues were graded, as in the case of unions which admit both journeymen and helpers, so that the rate of dues paid by the less highly paid members would be less

¹ For this information in detail, see Table X on page 322.

than that of the more highly paid. This principle of graded charges held true also with respect to initiation and reinstatement fees and special assessments.

(c) *Initiation Fees.*¹

Explicit information in answer to this inquiry was received from 935 unions, of which number 857 imposed specific fees ranging from 10 cents to \$50, 60 imposed graded fees, and 18 imposed no initiation fee whatever. Thirty-seven different specific rates of initiation fees were mentioned of which the more popular rates were: \$5 by 210 unions, \$10 by 143 unions, \$1 by 136 unions, \$3 by 107 unions, \$2 by 58 unions, \$25 by 55 unions, and \$15 by 44 unions. No other single specific fee was common to more than 13 unions. The maximum fee mentioned, namely \$50, was imposed by nine unions, and the minimum fee, namely 10 cents, was imposed by only one union.

Owing to the ease with which workingmen in a particular locality may be discriminated against and even prohibited from joining the local union of their craft by the imposition of an excessively high initiation fee, the maximum initiation fee which any local union may charge has been definitely fixed by many international unions. For the same reason the amount of the reinstatement fee has been prescribed by some international unions in order to prevent unjust discrimination against former members who may desire reinstatement.

(d) *Reinstatement Fees.*²

Members of local unions frequently are suspended or dropped from the rolls of their respective unions either for non-compliance with certain rules of the union or for non-payment of dues for a specified period. In practice a large degree of leniency is observed in matters of discipline, because it is the primary aim of each organization to secure and retain in membership a very large proportion of the total number of wage-earners in the craft in a specified locality, for therein lies the main strength of the union. Nevertheless there are apt to be frequent withdrawals and dismissals from every union, to prevent which the reinstatement fee has been rather generally adopted. It therefore appears that the unions have found it difficult to devise an entirely satisfactory method of determining the amount of reinstatement fees that would be properly adapted to meet

¹ See Table XI on page 322.

² See Table XII on page 323.

the varying circumstances. Hence the methods now in practice are found to be numerous and difficult to classify.

The following classification is suggested as a practicable one, each class being defined:

1. *No fee imposed.*
2. *Specific fees* include definite, stated sums, or such definite sums plus the back dues (see class 4) for a specified number of months, amounting therefore to definite stated sums.
3. *Graded fees* include all fees which, while specific, may nevertheless vary within a union according to the sex, occupation, or class of membership of the individual members.
4. *Back dues only.* By this term is meant the amount of dues remaining unpaid at the time a member severed his connection with the union, including all accrued dues since that time. The payment of such dues places such member on the same financial basis as that on which he stood when in continuous membership.
5. *Back dues and other definite fees.* This group includes cases where, in addition to back dues, a regular fee or fine (or both) may be imposed, or where it is the practice of the union to require that, in addition to back dues, the reinstated member shall pay all assessments levied during the interval following his withdrawal or suspension from the union.
6. *Fees determined by the union.* This group includes all cases where the reply to the inquiry has been: "By vote of union," "By vote of union in individual cases," "According to circumstances," "Optional," "Back dues or sum voted," "Back dues or regular fee," and similar cases where the actual amount of the fee is determined by the union either by direct vote of the members or by decision of a committee authorized to impose such fee.
7. *Other methods of determining fee.* This group includes among other cases those where the fee consists of a percentage of earnings for the interval following withdrawal or suspension from the union, or where the amount is determined by the time elapsed since such withdrawal or suspension.

Of the 905 local unions which answered the inquiry relative to reinstatement fees, 66 reported that no reinstatement fees whatever were imposed, while specific fees were imposed by 624 unions, graded fees by 33 unions, back dues only by 42 unions, back dues and other definite fees by 57 unions; the amount of the fees were specially determined by the union in 65 cases; other methods of determining the fees were adopted by 18 unions.

A classification, according to the amounts of fees imposed, of the

624 unions which reported specific fees shows that a fee of \$1 was imposed by 121 unions, \$3 by 80 unions, \$5 by 73 unions, \$10 by 57 unions, \$2 by 45 unions, \$15 by 40 unions, \$25 or over by 25 unions (the highest fee being \$45 imposed by each of three unions), 50 cents or less by 21 unions, \$4 by 19 unions, \$20 by 12 unions, and other specific rates by 131 unions.

(e) Taxes paid by Local Unions to Delegate Organizations.

The delegate organizations, like the international unions, derive their revenues largely from their affiliated local unions. Of the 33 State and district organizations which answered the inquiry relative to the dues paid them by their affiliated local unions, 29 reported that the dues consisted of per capita taxes, payable monthly in 24 instances, quarterly in two instances, and yearly in three instances, while four other organizations reported that the dues consisted of definite payments, the amounts being \$2 a year for each local in one instance and \$12 a year for each local in each of three instances. In those instances where the dues were assessed on a per capita basis the rate per member varied from one cent to 30 cents a month, the more usual rates being one cent, two cents, five cents, and ten cents a month.

Of the 62 local delegate organizations answering this inquiry, 31 reported that their revenues consisted of per capita taxes (based on membership of affiliated locals), 25 reported that definite amounts were paid by affiliated locals irrespective of membership, while in six cases the necessary revenues were raised by special assessments. In addition to the per capita tax, moneys collected from sub-rental of halls constituted part of the revenues of two organizations, and one organization reported that it received 20 per cent of all initiation fees from its affiliated locals in addition to the per capita tax. The highest per capita rate paid was 10 cents a week and the lowest was one cent a month. The more usual rates were one cent, two cents, and five cents a month for each member. The highest definite amount per local union paid to any of the 25 organizations which raised their revenues by this method was \$3 a union a month and the lowest amount was 50 cents per union a month. The more usual amounts were \$1 and \$1.50 per union a month.

From the foregoing facts it appears that the revenues received by the delegate organizations from the local unions are usually moderate.

The larger expenditures such as strike benefits, sick benefits, donations, etc., are usually provided for by the international organizations or directly by the individual local unions concerned. Accordingly the delegate organizations require no considerable revenues and consequently no large financial burden rests upon the local unions as a result of their formation.

C. BENEFITS PAID BY TRADE UNIONS IN 1909.

(a) *Introductory.*

The payment of benefits to members by no means constitutes one of the primary functions of American trade unions, although in certain noteworthy instances insurance features have served to attract members into an organization and to insure continuous membership therein. The extent to which mutual insurance of various kinds has already been adopted by labor organizations is but evidence of the high favor with which insurance features are regarded not only by labor leaders but also by the rank and file of workingmen, and this is true notwithstanding the fact that the payment of benefits on a large scale necessitates correspondingly high rates of dues which must be paid by the members of those unions which provide such benefit features.

The early local labor organizations in America assumed beneficiary functions as one, if not the most important of their functions, but in later years as the international organizations came into greater prominence the beneficiary functions were more or less generally assumed by the internationals. Thus we find at the present time many internationals reserving, exclusively, certain beneficiary functions; others permit their affiliated locals to pay similar benefits independently; while in still other instances the locals pay classes of benefits which are in no measure provided by the international. Owing to this lack of uniformity in method the whole subject of beneficiary features of American trade unions, in contrast with such features as adopted by labor organizations in England and in certain of the continental countries, is one of great complexity.¹ Notwithstanding this complexity and the utter impossibility of securing exhaustive returns showing the amounts paid by labor organizations in this country in the form of benefits, this Bureau has presented

¹ For statement of benefits paid by unions in other countries, see Appendix II, Table III, on page 354, *post*.

in this report information showing payments made by certain international organizations affiliated with the American Federation of Labor and further information compiled by this Bureau from reports received from local organizations in Massachusetts.

(b) *Benefit Payments by International Organizations.*¹

The American Federation of Labor publishes annually in its convention proceedings a table showing the benefits paid to members by its affiliated international organizations. During the fiscal year ending in 1909² the total benefits paid to members by 62 affiliated internationals amounted to \$2,509,258,³ an increase of \$364,863, or 17.01 per cent, over the total amount distributed by 64 affiliated organizations during the previous year. Of the total amount distributed during the fiscal year 1908-09, \$1,187,044 was paid as death benefits (members), \$731,955 as sick benefits, \$484,028 as unemployed benefits, \$51,968 as traveling benefits, \$49,200 as death benefits (members' wives), and \$5,063 as tool insurance. The amounts paid during the year 1908-09 as death benefits (members) and as tool insurance were somewhat less in each case than the corresponding amounts paid during the previous year, but all the amounts paid under each other class of benefits was greater than during the previous year. Death benefits (members) were paid by 57 of the 62 unions, sick benefits by 20 unions, unemployment benefits by eight unions, death benefits (members' wives) by seven unions, and traveling benefits and tool insurance each by four unions.

The Cigar Makers International Union led with total payments amounting to \$573,600, followed by the Glass Bottle Blowers Association with total payments of \$356,678 (including \$300,000 reported in round numbers paid voluntarily by the Association as unemployment benefits); United Brotherhood of Carpenters and Joiners of America, \$283,543; Molders Union of North America, \$193,549; International Association of Machinists, \$190,219; Hotel and Restaurant Employees International Union and Bartenders International League of America, \$114,168; The Order of Railroad Telegraphers, \$114,100; and Switchmen's Union of North America, \$105,559. None of the other 54 international unions paid total

¹ For comparative information for 1907-08 and 1908-09 by classes of benefits, see Table XIII on page 323, *post*.

² Proceedings of the Twenty-ninth Annual Convention, American Federation of Labor, page 56.

³ Cents are omitted throughout this consideration of payments by international organizations.

benefits exceeding \$100,000. The aggregate payments of these eight internationals amounted to \$1,931,416, or 76.97 per cent of the total amount paid by the 62 organizations which reported.

The largest amount paid under any class of benefits by any organization reporting was \$300,000 as unemployment benefits, paid voluntarily by the Glass Bottle Blowers Association of the United States and Canada. The next largest amount was \$233,000 paid as death benefits by the Cigar Makers International Union, followed by payments of \$221,743 as death benefits by the United Brotherhood of Carpenters and Joiners of America; \$195,000 as sick benefits by Cigar Makers International Union; \$145,456 as sick benefits by International Association of Machinists; \$122,472 as sick benefits by International Molders Union of North America; \$114,100 as death benefits by The Order of Railroad Telegraphers; and \$103,651 as death benefits by Switchmen's Union of North America.

The facts presented above illustrate the extent to which certain international organizations have developed beneficiary functions and show that the death and sick benefits are the most popular forms, leading both in respect to amounts paid and number of internationals which are accustomed to pay such benefits. The statistics have reference only to the beneficiary payments made by the international unions affiliated with the American Federation of Labor. In addition to those organizations there are several others, principally railroad organizations, which dispense large sums for beneficiary purposes. Then also considerable sums in the form of benefits and donations are paid to members by many local unions and by local benefit associations intimately related to labor organizations, which sums, if ascertainable, should properly be included in the final aggregate representing exhaustively the beneficiary operations of American trade unions.

(c) *Benefit Payments by Local Unions in Massachusetts in 1909.*¹

In the report on labor organizations for 1908 issued by this Bureau the results of an inquiry as to the extent to which beneficiary functions had been adopted by local unions in Massachusetts were presented. In that report it was stated that "Although a special effort was made to determine the extent to which the local unions, *independently* of the international with which they might be affiliated, were

¹ For information in detail by classes of benefits paid, see Table XIV on pages 323 to 326.

accustomed to pay to their members benefits of the several classes mentioned, it was found on careful inspection of the individual reports received that many of the local secretaries failed to observe the distinction between payment by the international and by the local independently of the international. While the returns in answer to this preliminary inquiry do not for this reason justify a full tabulation of the returns, it may be remarked that out of 1,256¹ local unions in the State, 937 answered the inquiry, and of this number 677, or 72.25 per cent, reported that they paid one or more of the classes of benefits specified, while 260 reported that they paid no benefits whatever."

Having ascertained in 1908 that the provision of benefit features by local unions was not uncommon, the Bureau decided to extend the scope of its inquiries in 1909 in order to ascertain not only the *number* of unions which paid benefits of one kind or another during the year, but — what may be considered of even greater importance — the actual *amounts* paid of the several leading classes of benefits and the actual *number of members* to whom such benefits were paid. Although an endeavor was made to secure from the local officers a statement showing, *separately*, the payments to members which were made directly from the *local* treasury and payments made from the *international* treasury, it was found upon tabulation of the returns that the distinction could not be accurately observed, consequently the endeavor to present the returns on this basis was abandoned. Nor can any considerable degree of exhaustiveness be claimed for the returns which are presented. But the statistics obtained do indicate to some extent at least that the payment of benefits is an important function of trade unionism in this Commonwealth. Fortunately, in connection with the information presented it is possible also to show the membership of the organizations whose members have received the several amounts of benefits reported. While in some cases a portion only of the members of a local union are eligible to receive benefits, nevertheless the statement of membership in conjunction with the statement of the number of members receiving benefits admits of the formation of some idea as to the proportion of membership to which benefits of one form or another have been paid.

¹ Since the report for 1908 was issued the returns for that year have been revised so as to be properly comparable with the returns for 1909. According to the corrected returns the number of unions at the close of 1908 was 1,243.

The following table shows, by classes of benefits, the amounts paid as benefits to members by those local unions in Massachusetts which furnished explicit information during the fiscal year ending in 1909:

CLASSIFICATION.	Number of Unions Paying Specified Benefits	Membership of Unions Paying Specified Benefits	Number of Members Receiving Specified Benefits	Amount of Specified Benefits Paid
Sick benefits,	251	41,347	2,609	\$62,125.35
Accident benefits,	67	17,986	355	12,106.34
Death or funeral benefits,	230	54,237	527	76,323.25
Out-of-work benefits (not including strikes),	46	16,191	620	5,101.53
Strike benefits,	37	6,694	683	15,970.52
Other benefits,	28	8,613	77	3,959.46
	- 1	- 1	- 1	\$175,586.45 ³

From the above table it appears that the aggregate amount of benefits paid to members of unions² submitting complete returns was \$175,586.45.³ On the basis of the number of unions paying benefits of the several classes specified, sick benefits were paid by the largest number of unions, namely, 251, as compared with death or funeral benefits paid by 230 unions; on the basis of amounts paid, however, the order was reversed, the total payments as death or funeral benefits being \$76,323.25 as compared with total payments of \$62,125.35 as sick benefits. The total payments as strike and accident benefits were considerably less, 37 unions having reported total payments of \$15,970.52 as strike benefits and 67 unions having reported total payments of \$12,106.34 as accident benefits.

The average payment per member in the form of benefits of each class was \$144.83 as death and funeral benefits, \$34.10 as accident benefits, \$23.81 as sick benefits, \$23.38 as strike benefits, and \$8.23 as out-of-work benefits. For the unions reporting payments of the several classes of benefits the percentages of membership receiving benefits under each class were: Sick benefits, 6.31 per cent; out-of-work benefits, 3.83 per cent; accident benefits, 1.97 per cent; strike benefits, 1.02 per cent; and death benefits, 0.97 per cent. It should

¹ It would not be proper to add the items because each class includes duplications included in another class.

² Of the 856 unions which answered the inquiries, 414 paid the aggregate amount of \$175,586.45 specified.

³ In addition to the figures shown in the table the following amounts were paid in benefits, but the number of members receiving same was not stated: Sick, \$12,038.38; accident, \$2,914; death, \$11,608; out-of-work, \$4,748.16; strike, \$1,429; other, \$5,394.11; total, \$38,131.65. Also the following numbers of members received benefits, but the amount paid them was not stated: Sick, 65; accident, 32; death, 27; out-of-work, 27; strike, 6; total, 157.

be borne in mind that these percentages are based upon the membership of those unions which actually paid benefits of the character noted; the percentages do *not*, therefore, have any reference whatever to the total membership of all labor organizations in the Commonwealth. Data showing the percentages receiving benefits of the several classes based on the aggregate membership of all labor organizations obviously could not be derived without securing complete reports from each local organization without exception in the Commonwealth, which, under present circumstances, would be an impossibility.

The groups of trades which are particularly noteworthy because of the amount of benefits paid to organized workingmen employed therein are: Railroad transportation with total payments (all classes of benefits) of \$42,037.55; building trades, \$39,292.51; boot and shoe workers, \$19,104.15; iron and steel trades, \$13,883.67; tobacco trades, \$9,598.37; printing and publishing trades, \$7,674; freight handling, \$7,335.50; and cotton-mill operatives, \$5,239.45. The payments as *sick benefits* were particularly large under the boot and shoe trades, aggregating \$15,521.15; railroad transportation, \$14,568.50; building trades, \$7,739.45; freight handling, \$5,185.50; and iron and steel trades, \$5,003.05. The *death and funeral benefits* paid to employees engaged in railroad transportation amounted to \$22,891.25; building trades, \$21,009; printing and publishing trades, \$5,877; and tobacco trades, \$5,590. *Strike benefits* amounting to \$6,850.02 were paid to employees in the building trades; \$2,475 in hat and cap trades; \$2,768 in boot and shoe trades; and \$1,258.50 in the garment trades. *Accident benefits* of \$4,522 were paid to employees engaged in railroad transportation; \$3,209.95 in the building trades; \$1,425 in freight handling; and \$1,000 in building and street labor. *Out-of-work benefits* of \$2,501.50 were paid to cotton-mill operatives and \$1,366.12 to employees in iron and steel trades.

A consideration, by occupations, of the amounts paid by local unions in Massachusetts as benefits (all classes of benefits taken together) shows that the railroad trainmen led with total payments of \$20,308.10, followed by: Boot and shoe workers, \$19,104.15; carpenters, \$13,773.89; painters, decorators, and paperhangers, \$11,078.75; bricklayers, masons, and plasterers, \$9,915.87; cigar makers, \$9,385.24; street and electric railway employees, \$7,242.63;

molders, \$6,933.97; locomotive firemen, \$6,917.95; compositors, \$6,849; machinists, \$6,601.70; conductors, \$6,413.87; and longshoremens, \$5,400.50.

Considering the several classes of benefits separately we find that amounts exceeding \$2,000 were paid by unions in the several occupations as follows:

Sick benefits. — Boot and shoe workers, \$15,521.15; railroad trainmen, \$7,427.30; street and electric railway employees, \$4,719.38; longshoremens, \$3,775.50; molders, \$3,498.30; cigar makers, \$3,182.74; painters, decorators, and paperhangers, \$3,097; barbers, \$3,044; and carpenters, \$2,100.45.

Death and funeral benefits. — Carpenters, \$9,059; railroad trainmen, \$8,700; painters, decorators, and paperhangers, \$6,825; locomotive firemen, \$6,500; cigar makers, \$5,590; compositors, \$5,327; railway conductors, \$5,300; and machinists, \$2,721.50.

Strike benefits. — Boot and shoe workers, \$2,768; bricklayers, masons, and plasterers, \$2,667.02; and hat and cap makers, \$2,475.

Accident benefits. — Railroad trainmen, \$4,150. In two other industries the amounts were \$1,000 or over, namely, bricklayers, masons, and plasterers, \$1,690; and hod carriers and building laborers, \$1,000.

Out-of-work benefits. — In no occupation was an amount exceeding \$2,000 paid, but two occupations showed totals exceeding \$1,000, namely, mule spinners, \$1,304.90, and machinists, \$1,065.45.

D. COLLECTIVE AGREEMENTS.

(a) *Introductory.*

There is probably no other question relating to labor which has attracted greater attention in recent years than that of the methods employed in securing more peaceful relations between employers and employees. Of the various means for securing these peaceful relations the agreement system appears to have been successful to a remarkable degree in obviating those forms of open conflict, such as strikes, lockouts, and boycotts. This is evidenced by the growing tendency on the part of representatives of both large and small groups of employers and employees to meet in friendly conference in order that matters in controversy may be settled without the economic loss which often results from open conflict. It is by no means true that

collective agreements prevail in every industry or that open conflicts have as yet been largely superseded by them, but it is nevertheless true that in many important trades the wage question and other matters in dispute are frequently and satisfactorily settled, for given periods of time, by means of conferences between the representatives of the two parties primarily concerned, at which conferences formal written agreements prescribing the terms of employment are adopted. As employees have become more strongly organized during recent years they have found it possible to negotiate, as a body, with employers, whereas formerly it was necessary for them to do so individually, and consequently, being of inferior economic strength as individuals, they were at great disadvantage. Having gained the power which results from organization and concerted action a group of employees in a locality or in a trade may more readily secure a recognition of their interests whenever changes in the conditions of employment are proposed either by themselves or by their employers, while the employers themselves are more willing to confer with the duly appointed representatives of their workmen, — a situation which is obviously to the advantage of both parties, provided there is a disposition on the part of each to observe the interests of the other. Furthermore, an opportunity is afforded to adjust differences which may arise without recourse to open conflict and even before any ill-will may have been engendered. Because of the very fact that no open rupture has resulted when a labor controversy has arisen the general public is apt to overlook the importance of the collective agreement which is the peaceful instrument responsible for the avoidance of what might otherwise have been a prolonged labor dispute.

(b) *Inquiries on Schedules.*

In order that in some degree the importance of the agreement as a factor in the industrial life of the Commonwealth might be shown, the Bureau, in its schedules sent to labor organizations in 1909, included five inquiries having reference to trade agreements in effect during the year. These inquiries referred to (1) the date of making the first agreement, (2) the date on which the present agreement went into effect, (3) the date on which it would expire, (4) the number of firms which had adopted the existing agreement, and (5) the number of firms employing persons eligible to join the union

which had not signed the agreement. Each organization was also requested to send a copy of its latest agreement. In response to these inquiries, 818 out of 1,244 existing local unions supplied explicit information on this subject.

(c) *Agreements reported by Local Unions.*¹

Of the 818 local unions which answered the inquiries, 418, or 51.10 per cent, reported agreements with employers and 400 reported no agreements. The percentage reporting agreements in 1909 was slightly lower than the corresponding percentage (52.50) in 1908, but the comparison is probably misleading owing to the fact that some unions whose agreements were merely *verbally* accepted by employers in 1908, on better understanding of the inquiry in 1909, did not report having a *written* agreement with their employers. In fact there is foundation for the belief that the number of unions which actually have written agreements with employers is steadily increasing.

Agreements appear to have been entered into with employers by considerably more than a majority of the unions reporting in Boston, Brockton, Fitchburg, Haverhill, Holyoke, Lowell, and Lynn. For example, in Boston, 85 out of 155 unions answering the inquiry reported that they had agreements with employers; in Brockton, 25 out of 31 unions; in Fitchburg, 13 out of 20 unions; in Haverhill, 15 out of 17 unions; in Holyoke, 10 out of 14 unions; in Lowell, 15 out of 25 unions, and in Lynn, 28 out of 48 unions. In the other cities and towns the proportions having agreements were not so large. It was found to be generally true that agreements were not adopted to any large extent in the smaller centres, particularly where the trades were not strongly organized.

In certain industries the proportion of unions having agreements with employers was particularly large. Thus in railroad transportation 65 out of 84 unions reported having agreements; in boot and shoe manufacturing, 50 out of 65 unions; in the printing trades, 20 out of 23 unions; in the stone working trades, 24 out of 28 unions; 15 out of 23 unions of barbers; 16 out of 22 unions of teamsters; 12 out of 20 unions of hotel and restaurant employees; 12 out of 17 unions in the garment trades; nine out of 10 unions of bakers and

¹ For information in detail, see Tables XV and XVI on pages 327 to 330.

confectioners; and all of the 11 unions in the liquor trades (including three unions of bottlers and drivers and eight unions of brewery workmen). With reference to the agreements reported under railroad transportation it should be stated that, while virtually written agreements, they are not in some cases actually signed by representatives of the employees, but consist rather of published scales of wages and working rules issued by the several railway companies, usually, however, after conference with representatives of their employees. For purposes of tabulation these printed wage scales and working rules are considered as written agreements inasmuch as they are accepted as such by the labor organizations to whose members they are applicable. The terms of these printed "rules and rates of pay" apply to both organized and unorganized employees, but it is largely through the efforts of the union representatives that the more favorable terms are incorporated therein.

Information was also obtained from the local unions having agreements purporting¹ to show the number of firms which had signed agreements with the unions. In tabulating the returns it was not found practicable to present statements showing the *number* of firms accepting agreements owing to the fact that many of the larger establishments in which members of more than one union are employed have signed agreements with more than one union. Other difficulties in presenting the results on the basis of numbers of firms also arose. It seemed advisable, therefore, to show rather the *proportion* of firms within the jurisdiction of each union which had accepted the respective agreements. By adopting this method of tabulating the returns the Bureau has been able to show² by cities and towns and by industries and occupations the number of unions which have reported agreements accepted by (1) "All firms," (2) "More than one-half the number of firms," and (3) "One-half or less than one-half the number of firms,"³ within the jurisdiction of the several local unions. Thus out of the 418 unions which reported having agreements, 178 reported that their agreements had been accepted by all

¹ No special effort was made to verify these returns in every case from the employers' standpoint, but certain test cases indicate that there was little if any disposition on the part of the union officials to overstate the number of firms which had accepted their agreements. In certain instances information from employers already on file substantiated the information received from the union. Wherever the returns were obviously incorrect, or wherever the inquiry appeared to have been misunderstood, the returns were not included in the tabulation.

² See Tables XV and XVI on pages 327 to 330.

³ Does not include those unions which had no agreements with employers.

firms within their jurisdiction, 79 by more than one-half the number of firms, 45 by one-half or less than one-half the number of firms, and in 116 cases the proportion could not be determined through lack of one particular or another. In Boston, out of 85 unions which reported having agreements, 33 had agreements accepted by all firms, 11 by more than one-half, five by one-half or less, and in 36 cases the information was not complete. In the building trades 71 unions reported agreements, of which number 38 had agreements accepted by all firms in their jurisdiction, 19 by more than one-half, two by one-half or less, and in 12 instances the information was incomplete. Of the 50 unions of boot and shoe workers which reported that they had agreements, 12 had their agreements accepted by all firms in their jurisdiction, seven by more than one-half, 16 by one-half or less, and in 15 cases the information was incomplete. Other trades in which a large proportion of the unions reported that their agreements were rather generally accepted by the firms in their jurisdiction were railroad transportation, stone working, printing, liquor trades, barbering, and hotel and restaurant employment.

The period covered by existing agreements between local unions and employers was readily ascertained from the answers to the inquiries on the schedules which called for the date on which the present agreement took effect and the date on which it would expire. Explicit information of this character was furnished by 357 unions which had agreements with employers, and of this number 159 unions, or 44.54 per cent. reported that the period was "indefinite";¹ a period of one year was reported by 83 unions; two years by 35 unions; three years by 35 unions; four years by 24 unions; and over four years by 21 unions.

(d) *Agreements reported by Delegate Organizations.*

As has already been stated there are many local unions which do not, individually, negotiate agreements with their employers, but leave that matter to the delegate organizations, such as the district councils which represent them. This plan enables employers and the representatives of employees to enter into agreements covering a much more extended district than that included within the jurisdic-

¹ By "indefinite" is meant "expiring at no definite date." In such cases the terms of the agreement provide that it shall remain in effect until due notice shall have been given by either party that the agreement will not be continued after a certain date named in the notice.

tion of a single local union and also tends toward harmony in matters of wage scales and working rules throughout a wide territory.

The number of State and district organizations which stated whether or not they negotiated agreements with employers in behalf of their affiliated unions was 38, of which number 14 reported that they did so (the agreements in two cases being merely verbal) and 24 organizations reported that they did not. Some of these organizations stated that the matter was left entirely to the local unions, while others stated that they assisted the local unions in their efforts to secure the acceptance of their agreements by employers. The number of local delegate organizations which furnished explicit information in answer to the inquiries relative to agreements was 55, of which number only 13 stated that they negotiated agreements with employers (the agreement in one case being merely verbal), while 42 reported that they had no agreements. Of the 13 organizations reporting in the affirmative, three were in Boston, two were in Fall River, and one each was in Athol, Haverhill, Holyoke, Lowell, Lynn, New Bedford, Springfield, and Worcester. These 13 organizations included, among others, two building trades councils, two printing trades councils, two joint shoe councils, and two carpenters district councils.

E. EMPLOYMENT IN THE ORGANIZED INDUSTRIES. SUMMARY OF QUARTERLY REPORTS RECEIVED IN 1908 AND 1909.

As the quarterly statistics of employment in the organized industries in the Commonwealth have already been published in detail in Labor Bulletins issued by this Bureau, comparative statements only are presented in this annual report. The work of collecting statistics of this character was first undertaken at the end of the first quarter in 1908. In this report, therefore, we are able to present statistics for eight consecutive quarters. In collecting and compiling this information particular care has been taken to follow identical methods and to use identical classifications in order that these quarterly statistics might be strictly comparable in every respect. The returns on which these statistics are based were submitted voluntarily by officers of local labor organizations on inquiry blanks¹ mailed to them at the end of each quarter.

The following table presents the number and membership of labor

¹ For specimen form see page 346.

organizations reporting and number of members and percentage of membership idle at end of quarters specified, and it is gratifying to be able to show a larger number of reports received at the end of each successive quarter, and also, with the single exception of the last quarter, a larger membership reporting:

QUARTERS ENDING —	NUMBER REPORTING		IDLE AT END OF QUARTER	
	Unions	Members	Members	Percentage
March 31, 1908,	256	66,968	11,987	17.90
June 30, 1908,	493	72,815	10,490	14.41
September 30, 1908,	651	83,969	8,918	10.62
December 31, 1908,	770	102,941	14,345	13.94
March 31, 1909,	777	105,059	11,997	11.42
June 30, 1909,	780	105,944	6,736	6.36
September 30, 1909,	797	113,464	5,451	4.80
December 31, 1909,	830	107,689	10,084	9.36

The returns at the end of the last quarter of 1909, as shown in the above table, comprised 66.72 per cent of the total number of unions and 61.05 per cent of the aggregate (estimated) membership of all local labor organizations in the State. As contrasted with this showing it will be noted that at the end of the first quarter of 1908 the number of unions reporting was only 256, representing a membership of 66,968. Since the work was first undertaken the number of unions co-operating with the Bureau has increased in noticeably larger proportion than the membership represented by them, which indicates, what is actually true, that in extending the work the Bureau's earlier efforts were directed toward securing first of all the co-operation of the larger unions and then, as the work advanced from quarter to quarter, endeavoring to secure the co-operation of the smaller unions also.

The percentage of idleness at the end of the first quarter in 1908 as shown in the above table was 17.90, the highest percentage shown at the end of any quarter specified. If the percentages of idleness were represented graphically for the eight quarters specified the curve ¹ would show a downward inclination, interrupted only by two upward fluctuations at the points representing the end of the last quarter of each year. The curve would thus represent the gradual improvement in the conditions of employment following the indus-

¹ A chart on which this curve is represented has been prepared by the Bureau and is open to public inspection.

trial depression, which at the close of the year 1907 was most acute, and the upward fluctuations counterbalancing the downward inclination of the curve would represent the usual increase of unemployment occurring during the winter months. The lowest percentage of unemployment was 4.80 at the end of September, 1909, at which time industrial conditions had become quite normal. Even in most prosperous times there is "an irreducible minimum" of unemployment which, according to statistics of unemployment collected in Great Britain during a long period of years, is considered to be about two per cent for that country, the lowest percentage recorded during a period of 15 years¹ having been 2.2 per cent.

The methods of securing statistics of unemployment by the several European countries and by New York State and by Massachusetts vary so greatly that a direct comparison of the statistics of one country with those of another can not properly be made. But the fluctuations of the curves² representing the increase or decrease of unemployment in Great Britain, New York State, and Massachusetts during the two years 1908 and 1909 show remarkable agreement, although the fluctuations of the curve representing the British returns are by no means as violent as corresponding fluctuations in the curves representing the conditions in New York State and Massachusetts. With reference to the British returns it should be further stated that the industrial depression of 1907, so acute in America, does not appear to have been evident in Great Britain because the unemployment curve for that country sloped gradually upward from a low point from the very beginning of the year 1908 instead of sloping downward from a high point at the beginning of the year as was true of the curves for both New York State and Massachusetts.

The following table shows comparatively by quarters in 1908 and 1909 the percentages of membership idle, by causes:

¹ See "Unemployment: A Problem of Industry," by W. H. Beveridge, page 68.

² A chart on which these curves are represented has been prepared by the Bureau and is open to public inspection.

CAUSES OF IDLENESS.	1908				1909			
	First Quarter (March 31) (Corrected Returns) ¹	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)	First Quarter (March 31)	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)
Lack of work or material, .	16.18	12.54	8.75	10.98	9.50	4.64	3.41	4.87
Unfavorable weather, .	0.17	0.12	— ²	0.54	0.13	0.02	0.07	2.35
Strikes or lockouts, .	0.73	0.24	0.46	0.68	0.16	0.32	0.15	0.13
Disability, .	0.76	1.21	1.17	1.23	1.29	1.13	1.06	1.19
Other causes, ³ .	0.06	0.30	0.24	0.51	0.34	0.25	0.11	0.82
Totals, . . .	17.90	14.41	10.62	13.94	11.42	6.36	4.80	9.35

¹ Following the publication in Labor Bulletin No. 59, May, 1908, of statistics of employment for the end of the first quarter, 1908, additional returns were received for that quarter. The original returns were, therefore, corrected in accordance with the later information received, and these corrected returns for the first quarter have since been used in all comparative tables.

² Included under "Other causes" for the third quarter.

³ Including vacations, temporary shut-downs for repairs, stock-taking, etc.

The principal cause of idleness at the end of each quarter as shown in the above table was *lack of work or material*. The lowest percentage idle for this cause was 3.41 for the end of the third quarter, 1909, and the highest percentage was 16.18 for the end of the first quarter, 1908. As in the case of the percentages idle for all causes it will be noted that there is a general tendency downward of the curve representing these percentages, this downward tendency being interrupted by upward fluctuations to 10.98 per cent for December 31, 1908, and 4.87 for December 31, 1909. On March 31, 1909, the percentage was 9.50 as compared with 8.75 on September 30, 1908, apparently indicating that, although conditions of employment were improving, the upward tendency of the curve caused by the usual shortage of work during the winter months had not been fully counteracted prior to the end of March following. As the degree of idleness on account of lack of work indicates, primarily, the condition of the labor market, special significance may be attached to the fluctuations observed in these percentages. The differences between the percentages idle for this cause correspond closely with the difference between the percentages for all causes. The percentages idle for the several other causes specified are more constant factors, the variations of which are not determined by the degree of industrial prosperity which may prevail. The percentages idle on account of *weather* show but little fluctuation except at the end of the last quarter of each year. Thus on December 31, 1908, it was 0.54 per

cent and on December 31, 1909, it was 2.35 per cent, as compared with the minimum for this cause which was 0.02 per cent on June 30, 1909.

No considerable fluctuations in the percentages idle for other causes are to be noted. Under *strikes and lockouts* the percentages ranged between 0.13 per cent (December 31, 1909) and 0.73 per cent (March 31, 1908); under *disability* from 0.76 per cent (March 31, 1908) to 1.29 per cent (March 31, 1909); and under *other causes*, from 0.06 per cent (March 31, 1908) to 0.82 per cent (December 31, 1909).

An examination of the table¹ showing the percentages idle by leading cities brings out the fact that in Boston, which city included more than one-third of the total membership reporting each quarter and in which there was a fairly general representation of all organized industries and occupations in the State, the percentages of idleness corresponded rather closely with the percentages idle for the State as a whole. In the other cities there was no uniform correspondence of this nature; in fact, in those cities which were industrially more specialized, practically no uniformity whatever was observed.

Similarly the percentages idle by industries² do not strictly correspond with the percentages for *all* industries, although the percentages idle for certain of the larger industries representing a fairly large proportion of the aggregate membership reporting (such as the building trades, transportation, boot and shoe working, and textile manufacturing) do show a fairly close correspondence with the percentages for all industries. In the building trades, particularly, the correspondence is somewhat marked in so far as the fluctuations in percentages of idleness are concerned.

¹ See Table XVIII on page 339.

² See Table XIX on pages 339 and 349.

STATISTICAL TABLES.

TABLE I. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts, Showing Total Number of Locals in Massachusetts and at Large.*

The information presented in this table was compiled from reports received from the respective organizations in 1909, the reports for the most part having been received in May and June. The organizations preceded by an asterisk (*) were affiliated with the American Federation of Labor.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
*American Federation of Labor.	1 589	1 36
*Actors National Protective Union of America.	2 -	2 -
*Bakery and Confectionery Workers International Union of America.	182	11
*Barbers International Union of America, Journeymen.	601	29
*Bill Posters and Billers of America, International Alliance of.	42	2
*Blacksmiths and Helpers, International Brotherhood of.	350	14
*Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of.	464	12
*Bookbinders, International Brotherhood of.	110	2
*Boot and Shoe Workers Union.	143	63
*Brewery Workmen of America, International Union of the United.	3 362	3 17
*Bricklayers and Masons International Union of America.	1,026	50
*Bridge and Structural Iron Workers, International Association of.	121	1
*Building Laborers International Protective Union of America.	110	34
*Cap Makers of North America, United Cloth Hat and.	22	2
*Car Workers, International Association of.	2 -	10
Card Machine Operators Union of America.	4	4
Card Room Operatives of America, Amalgamated.	2	2
*Carpenters and Joiners, Amalgamated Society of.	921	5
*Carpenters and Joiners of America, United Brotherhood of.	1,835	128
*Carriage and Wagon Workers International Union of North America.	35	2
*Cement Workers, American Brotherhood of.	120	1
Chandeller Brass and Metal Workers of North America, Brotherhood of.	7	1
*Cigar Makers International Union of America.	485	16
*Commercial Telegraphers Union of America.	134	3
*Coopers International Union of North America.	117	4
*Cutting Die and Cutter Makers, International Union of.	8	5
*Elastic Goring Weavers Amalgamated Association of the United States.	2	2
*Electrical Workers, International Brotherhood of.	476	17
*Elevator Constructors, International Union of.	26	1
*Engineers and Machinists, Amalgamated Society of ⁴ .	2 -	5
*Foundry Employees, International Brotherhood of.	41	2
*Freight Handlers and Railway Clerks International Union, Interior.	60	7
*Garment Workers of America, United.	265	8
*Garment Workers Union, International Ladies.	22	3
Glass Workers Union, American Flint.	115	2
*Glass Workers International Association of America, Amalgamated.	28	1
*Granite Cutters International Association of America, The.	2 -	21
*Hatters of North America, United.	19	2
*Hod Carriers and Building Laborers Union of America, International.	302	13
*Horseshoers of the United States and Canada, International Union of Journey-men.	143	11
*Hotel and Restaurant Employees International Alliance and Bartenders.	492	37
Industrial Workers of the World.	100	4
*Insulators and Asbestos Workers of America, National Association of Heat Frost, General.	18	1

¹ Includes only the locals directly affiliated, i.e., those locals not affiliated through any National or International Union.

² No report.

³ Does not include branches of these locals.

⁴ Is represented in America and Canada by the American and Canadian Council of this Society.

TABLE I. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts, Showing Total Number of Locals in Massachusetts and at Large — Continued.*

Names of National or International Unions.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
*Jewelry Workers Union of America, International	25	1
*Knights of Labor,	1-	1-
*Lathers International Union, Wood, Wire, and Metal	225	13
*Laundry Workers International Union,	60	4
*Leather Workers Union of America, Amalgamated	14	1
*Leather Workers on Horse Goods, United Brotherhood of	103	3
*Lithographers International Protective and Beneficial Association of the United States and Canada,	1-	1-
Locomotive Engineers, Brotherhood of	782	7
Locomotive Firemen and Enginemen, Brotherhood of	769	9
Loomfixers International Union,	15	6
*Machinists, International Association of	726	25
*Maintenance of Way Employees, International Brotherhood of	607	11
*Marble Workers, International Association of	49	2
*Meat Cutters and Butcher Workmen of North America, Amalgamated	121	1
*Metal Polishers, Buffers, Platers, Brass Molders, Brass and Silver Workers Union of North America,	132	17
*Molders Union of North America, International	² 429	27
*Musicians, American Federation of	513	26
Navy Yards, Naval Stations, Arsenals, and Gun Factories of the United States, National League of Employees of	9	3
*Painters, Decorators, and Paperhangers of America, Brotherhood of	872	61
*Paper Makers, International Brotherhood of	60	4
*Pattern Makers League of North America,	³ 87	⁴ 6
*Pavers, Rammermen, Flag Layers, Bridge and Stone Curb Setters, International Union of	1-	1
*Paving Cutters Union of the United States of America and Canada,	70	6
*Photo-engravers Union of North America, International	49	2
*Piano, Organ, and Musical Instrument Workers International Union of America,	32	5
*Plasterers International Association of the United States and Canada, Operative	280	4
*Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers of the United States and Canada, United Association of Journeymen	502	31
*Printing Pressmen and Assistants Union of North America, International	281	11
Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of	38	1
*Quarry Workers International Union of North America,	138	6
Railroad Employees, International Brotherhood of	146	12
Railroad Station Agents, Order of	15	3
Railroad Station Employees, Brotherhood of	15	7
*Railroad Telegraphers, The Order of	140	5
Railroad Trainmen, Brotherhood of	812	21
Railway Carmen of America, Brotherhood of	516	2
*Railway Clerks, Brotherhood of	172	15
Railway Conductors of America, Order of	548	6
Railway Signalmen of America, Brotherhood of	20	2
*Retail Clerks International Protective Association,	385	17
*Saw Smiths National Union,	14	1
*Seamen's Union of America, International	84	⁵ 2
*Sheet Metal Workers International Alliance, Amalgamated	380	12
Shoe Workers of America, United	17	15
*Slate and Tile Roofers Union of America, International	25	3
*Spinners Union, International	31	8
State, City, and Town Employees, National Federation of	30	25
*Stationary Firemen, International Brotherhood of	272	16
*Steam Engineers, International Union of	1-	19
*Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of	102	11
Steam Shovel and Dredgemen, International Brotherhood of	38	1
*Steel and Copper Plate Printers Union of North America, International	10	1
*Stereotypers and Electrotypers Union, International	99	4
*Stone Cutters Association of North America, Journeymen	328	4

¹ No report.

² Including 18 unions of apprentices.

³ Does not include 16 branches.

⁴ Does not include three branches.

⁵ Not confined to Massachusetts.

TABLE I. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts, Showing Total Number of Locals in Massachusetts and at Large — Concluded.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	NUMBER OF ORGANIZATIONS	
	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
*Stove Mounters and Steel Range Workers International Union,	52	2
*Street and Electric Railway Employees of America, Amalgamated Association of	519	18
*Switchmen's Union of North America,	230	2
*Table Knife Grinders National Union of North America,	9	2
*Tailors Union of America, Journeymen	371	14
*Teamsters, International Brotherhood of	500	34
*Textile Workers of America, United	125	25
*Theatrical Stage Employees of the United States and Canada, International Alliance of	195	11
*Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic	34	2
*Travelers' Goods and Leather Novelty Workers International Union of America,	25	1
*Typographical Union, International	645	20
*Upholsterers International Union of North America,	1	1
Weavers, National Federation of	7	5
*Wire Weavers Protective Association, American	5	1
*Wood Carvers Association of North America, International	25	1
*Woodworkers International Union of America, Amalgamated	66	4
Woolsorters and Graders Association of the United States, National	7	4

¹ No report.

TABLE II. — *Number of State and District Organizations Having Affiliated Locals in Massachusetts on December 31, 1908, and 1909.*

CLASSIFICATION.	NUMBER OF ORGANIZATIONS	
	1908	1909
State Branches,	10	11
New England District Councils,	7	10
System Divisions (Railway Employees),	8	8
District Councils, ¹	26	25
Carpenters,	9	10
Painters,	4	4
Machinists,	4	3
Others,	9	8
Totals,	51²	54

¹ In this class are included only those district councils whose jurisdiction covers only a portion of Massachusetts, such as a county or group of counties, but which are not confined to any *single* city or town and their immediate environs.

² In the report for 1908 the number of State and District Organizations was given as 54. Later information received has justified a revision of the total by the elimination of three organizations which, properly, should not have been included; the corrected total therefore is 51.

TABLE III. — *Number of Local Delegate Organizations in Massachusetts on December 31, 1909, classified by Character and Localities.*

LOCALITIES.	Central Labor Unions	Car-penters District Coun-cils	Build-ing Trades Coun-cils and Sections	Joint Shoe Coun-cils	Allied Print-ing Trades Coun-cils	Textile Coun-cils	Other Local Dele-gate Organi-zations	Totals
BOSTON,	1	3	1	-	1	-	15	21
BROCKTON,	1	-	1	1	1	-	2	6
FALL RIVER,	1	1	1	-	-	1	-	4
HAVERHILL,	1	-	-	2	-	-	-	3
HOLYOKE,	1	1	1	-	-	-	-	3
LAWRENCE,	1	1	-	-	-	-	-	2
LOWELL,	1	1	-	-	1	1	-	4
LYNN,	1	-	1	2	-	-	1	5
NEW BEDFORD,	1	1	-	-	-	1	-	3
NORTH ADAMS,	1	-	-	1	-	-	-	2
PITTSFIELD,	1	-	1	-	-	-	-	2
SALEM,	1	-	1	-	-	-	-	2
SPRINGFIELD,	1	1	1	-	1	-	1	5
WORCESTER,	1	1	1	-	1	-	-	4
Other Cities and Towns (22),	19	-	3	-	-	-	-	22
Totals (24 Cities and 12 Towns),	33	10	12	6	5	3	19	88

TABLE IV. — *Number of Local Unions at the End of Each Year Specified: By Localities.*

LOCALITIES.	1905	1906	1907	1908	1909
The State.	1,227	1,266	1,296	1,243	1,244
Abington,	1	1	1	1	1
Adams,	8	9	13	13	10
Amesbury,	-	1	2	2	1
Amherst,	1	1	-	-	1
Andover,	2	2	2	2	2
Arlington,	1	2	2	1	1
Athol,	9	9	10	9	8
Attleborough,	2	5	4	3	5
Avon,	1	1	1	1	1
Ayer,	1	1	1	1	-
Barre,	-	1	1	1	1
BEVERLY,	4	4	5	4	6
Boston,	262	266	260	241	245
Braintree,	2	2	3	2	1
Bridgewater,	2	2	2	2	2
BROCKTON,	51	52	52	51	53
Brookfield,	1	1	1	1	1
Brookline,	3	3	3	5	4
CAMBRIDGE,	13	16	11	13	12
Canton,	1	1	2	2	2
Chelmsford,	1	2	3	3	3
CHELSEA,	8	10	10	13	12
Chester,	1	1	2	2	2
CHICOPEE,	10	16	13	9	10
Clinton,	5	6	5	6	7
Cohasset,	1	1	1	1	1
Concord,	2	2	2	2	4
Conway,	1	1	1	1	1
Dalton,	1	1	1	-	-
Danvers,	3	3	2	1	1
Dedham,	3	4	4	4	4
East Bridgewater,	1	-	-	-	-
Easthampton,	3	3	4	3	3
East Longmeadow,	1	1	1	1	1
Easton,	2	2	2	2	3
EVERETT,	3	3	1	1	1
FALL RIVER,	36	34	35	32	30
FITCHBURG,	36	35	35	32	29
Foxborough,	-	1	3	2	2
Framingham,	7	8	11	12	11

TABLE IV. — *Number of Local Unions at the End of Each Year Specified: By Localities — Continued.*

LOCALITIES.	1905	1906	1907	1908	1909
The State — Con.					
Franklin,	1	1	1	1	1
Gardner,	8	7	6	6	6
GLOUCESTER,	12	12	13	13	13
Grafton,	1	—	—	—	—
Great Barrington,	4	5	5	4	4
Greenfield,	16	15	11	12	12
Hamilton,	—	1	1	—	—
Hardwick,	1	1	1	—	1
HAVERHILL,	27	27	26	25	26
Hingham,	1	—	1	1	1
Holbrook,	1	1	1	1	1
Holliston,	—	—	—	—	1
HOLYOKE,	26	32	36	33	32
Hudson,	1	1	1	1	1
Hull,	1	1	1	1	1
Huntington,	—	—	—	—	—
Hyde Park,	7	8	7	8	6
Ipswich,	—	—	1	1	—
LAWRENCE,	48	49	56	52	44
Lee,	3	2	3	3	3
Leicester,	—	—	—	—	1
Lenox,	4	4	4	4	4
Leominster,	6	6	5	3	3
LOWELL,	45	43	46	44	43
Ludlow,	—	—	—	—	1
LYNN,	45	44	51	50	56
MALDEN,	8	8	8	9	9
Manchester,	3	2	3	3	2
Mansfield,	1	—	2	1	1
Marblehead,	4	4	3	3	3
Marion,	—	—	—	—	1
MARLBOROUGH,	13	11	11	11	15
Marshfield,	—	1	—	—	—
Maynard,	2	1	2	1	1
Medfield,	—	—	1	1	—
MEDFORD,	4	4	5	4	3
Medway,	1	—	1	1	1
MELROSE,	1	1	2	1	1
Merrimac,	—	—	1	1	—
Methuen,	—	—	1	1	1
Middleborough,	2	2	2	1	3
Milford,	12	12	10	12	11
Milton,	1	2	2	2	2
Monson,	1	1	1	1	1
Montague,	4	4	3	3	3
Nahant,	1	1	1	1	1
Natick,	8	7	6	6	6
Needham,	1	—	1	1	1
NEW BEDFORD,	30	31	33	32	33
NEWBURYPORT,	8	7	7	7	6
NEWTON,	8	7	10	12	10
NORTH ADAMS,	26	24	24	26	26
North Andover,	—	—	—	—	1
NORTHAMPTON,	24	20	16	17	18
North Attleborough,	—	—	1	1	2
North Brookfield,	2	1	2	2	2
Norwood,	7	6	8	7	8
Orange,	2	2	2	2	2
PITTSFIELD,	21	20	25	24	26
Plymouth,	2	5	7	7	6
QUINCY,	25	25	22	22	18
Randolph,	2	1	1	1	2
Reading,	—	—	—	1	—
Revere,	1	2	2	1	1
Rockland,	6	6	5	5	5
Rockport,	2	2	4	4	3
SALEM,	23	25	24	25	29
Sandwich,	—	—	1	1	1
Saugus,	1	1	1	1	1
Scituate,	—	—	—	—	—
Sharon,	—	—	—	—	1
Shelburne,	—	—	2	2	1
SOMERVILLE,	8	9	7	7	8
Southbridge,	3	3	4	4	4

TABLE IV. — *Number of Local Unions at the End of Each Year Specified: By Localities — Concluded.*

LOCALITIES.	1905	1906	1907	1908	1909
The State — Con.					
Spencer,	2	2	2	3	2
SPRINGFIELD,	55	57	50	57	61
Stoneham,	1	2	2	2	3
Stoughton,	3	4	2	2	3
Sturbridge,	—	—	—	—	—
Swampscott,	1	1	1	1	1
TAUNTON,	23	25	25	25	23
Townsend,	1	1	1	1	1
Uxbridge,	1	1	—	—	—
Wakefield,	6	7	8	6	6
Walpole,	2	2	2	2	1
WALTHAM,	12	15	15	17	12
Ware,	2	2	3	2	3
Watertown,	2	3	5	4	4
Webster,	4	4	4	4	4
Wellesley,	—	1	1	1	1
Westborough,	1	2	2	2	2
Westfield,	17	17	14	13	13
Westford,	1	1	1	1	1
West Springfield,	—	—	2	2	2
Weymouth,	3	3	3	2	2
Whitman,	7	7	5	6	7
Williamsburg,	2	2	2	1	1
Williamstown,	3	3	3	3	2
Wilmington,	—	—	—	—	1
Winchester,	1	2	1	1	1
Winthrop,	1	1	1	1	1
WOBURN,	3	3	5	5	4
WORCESTER,	57	66	73	58	59

TABLE V. — *Number and Membership of Local Unions at the End of 1908 and 1909: By Localities.*

LOCALITIES.	1908			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported
The State.	1,243	1,160	161,887	1,244	1,185	168,037
Adams,	13	13	2,016	10	9	944
Athol,	9	9	680	8	7	652
Attleborough,	3	3	115	5	4	153
BEVERLY,	4	4	305	6	5	512
BOSTON,	241	228	62,389	245	234	61,144
BROCKTON,	51	50	16,201	53	50	14,506
Brookline,	5	3	503	4	4	537
CAMBRIDGE,	13	10	929	12	12	1,164
Chelmsford,	3	3	150	3	3	185
CHELSEA,	13	11	1,160	12	12	1,859
CHICOPEE,	9	9	362	10	9	364
Clinton,	6	6	192	7	5	150
Easthampton,	3	3	74	3	3	65
FALL RIVER,	32	31	7,684	30	29	7,448
FITCHBURG,	32	30	1,602	29	29	1,637
Framingham,	12	9	222	11	9	354
Gardner,	6	6	143	6	5	123
GLOUCESTER,	13	12	832	13	13	799
Great Barrington,	4	4	148	4	4	155
Greenfield,	12	12	548	12	12	611
HAVERHILL,	25	25	3,482	26	25	5,395
HOLYOKE,	33	30	2,212	32	30	2,218
Hyde Park,	8	7	422	6	6	513

TABLE V. — *Number and Membership of Local Unions at the End of 1908 and 1909: By Localities — Concluded.*

LOCALITIES.	1908			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership Reported
The State — Con.						
LAWRENCE,	52	43	4,141	44	44	4,770
Lenox,	4	4	145	4	4	134
Leominster,	3	3	319	3	3	111
LOWELL,	44	40	4,062	43	40	4,119
LYNN,	50	49	9,599	56	52	10,586
MALDEN,	9	7	467	9	9	607
Marblehead,	3	3	335	3	3	283
MARLBOROUGH,	11	11	449	15	15	1,161
MEDFORD,	4	3	91	3	3	99
Milford,	12	11	781	11	11	668
Montague,	3	3	191	3	3	82
Natick,	6	6	366	6	6	350
NEW BEDFORD,	32	30	4,027	33	33	7,547
NEWBURYPORT,	7	7	313	6	6	285
NEWTON,	12	11	856	10	10	744
NORTH ADAMS,	26	25	1,217	26	25	1,076
NORTHAMPTON,	17	16	927	18	15	744
Norwood,	7	6	445	8	8	334
PITTSFIELD,	24	21	1,388	26	25	1,492
Plymouth,	7	7	268	6	6	218
QUINCY,	22	21	1,875	18	17	2,180
Rockland,	5	3	906	5	5	1,361
Rockport,	4	4	186	3	3	158
SALEM,	25	22	1,748	29	26	2,438
SOMERVILLE,	7	6	987	8	8	980
SPRINGFIELD,	57	54	5,687	61	57	5,849
TAUNTON,	25	25	1,872	23	23	1,559
Wakefield,	6	6	237	6	6	313
WALTHAM,	17	16	611	12	12	569
Watertown,	4	4	436	4	4	379
Webster,	4	4	341	4	3	556
Westfield,	13	13	558	13	13	551
Whitman,	6	6	1,115	7	7	1,519
WOBURN,	5	4	134	4	4	153
WORCESTER,	58	56	5,473	59	56	5,338
Other cities and towns,	102	92	6,983	108	101	7,236

TABLE VI. — *Number and Membership of Local Unions at the End of 1908 and 1909: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	1908 ¹			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting
ALL INDUSTRIES.	1,243	1,160	161,887	1,244	1,185	168,037
Building and Stone Working.						
<i>Building Trades.</i>	333	307	25,409	337	328	29,003
Bricklayers, masons, and plasterers,	55	49	3,965	53	52	4,972
Carpenters,	129	118	12,021	131	130	14,695
Electrical workers,	15	15	959	16	16	921
Engineers (hoisting and portable),	6	5	251	6	6	273
Lathers (wood, wire, and metal),	13	11	435	13	13	540
Painters, decorators, and paperhangers,	58	57	4,142	55	54	4,195
Plumbers, steamfitters, and gasfitters,	36	32	2,115	38	34	1,829
Roofers (slate, tile, and composition),	3	3	61	6	5	71
Sheet metal workers,	10	9	579	10	9	661
Others,	8	8	881	9	9	846
<i>Building and Street Labor.</i>	38	31	4,087	34	30	4,276
Hod carriers and building laborers,	33	27	3,780	30	26	3,536
Pavers and rammers,	5	4	307	4	4	740
<i>Stone Working.</i>	39	38	3,676	42	39	3,568
Granite cutters,	20	20	2,352	22	21	2,468
Paving cutters,	5	5	194	5	5	217
Quarry workers,	8	8	722	8	8	582
Others,	6	5	408	7	5	299
Clothing.						
<i>Boots and Shoes.</i>	82	81	29,644	107	95	33,959
Boot and shoe workers (mixed),	25	24	7,237	30	26	8,433
Cutters,	12	12	5,190	12	12	5,294
Edgemakers,	4	4	1,390	7	6	1,600
Lasters,	8	8	3,541	14	12	4,447
Stitchers,	8	8	4,895	12	11	4,995
Trees, dressers, and packers,	6	6	1,799	7	7	1,882
Turn workmen,	5	5	2,325	5	5	2,628
Others,	14	14	3,267	20	16	4,680
<i>Garments.</i>	21	21	2,379	23	23	2,811
Garment workers,	10	10	1,593	11	11	1,995
Tailors and dressmakers,	11	11	786	12	12	816
<i>Hats, Caps, Gloves, and Furs.</i>	7	5	354	6	5	349
Hat and cap makers,	3	3	192	4	3	210
Others,	4	2	162	2	2	139
<i>Shirts, Collars, and Laundry.</i>	7	5	248	6	5	318
Laundry workers,	5	3	160	4	3	186
Others,	2	2	88	2	2	132
Foods, Liquors, and Tobacco.						
<i>Food Products.</i>	14	12	800	14	14	835
Bakers and confectioners,	12	10	733	13	13	772
Others,	2	2	67	1	1	63

¹ Since the publication of the Annual Report of the Bureau for 1908, changes in the classification of certain local unions by industries and occupations have been found advisable. Accordingly the original returns as published in the 1908 report have been corrected in order that the returns as corrected may be directly comparable with the corresponding returns for 1909. Attention should also be called to the fact that the returns from 13 local unions (affiliated with the National Association of Engineers, and which, strictly speaking, are not labor organizations), of which number 12 reported a total membership of 486, have not been included in the corrected returns for 1908 or in the tabulation for 1909.

TABLE VI. — *Number and Membership of Local Unions at the End of 1908 and 1909: By Industries and Occupations* — Continued.

INDUSTRIES AND OCCUPATIONS.	1908 ¹			1909		
	Number of Local Unions Existing	Number of Local Unions Re- porting Member- ship	Total Member- ship of Local Unions Re- porting	Number of Local Unions Existing	Number of Local Unions Re- porting Member- ship	Total Member- ship of Local Unions Re- porting
Foods, Liquors, and Tobacco—Con.						
<i>Liquors.</i>	17	16	2,308	18	18	2,377
Bottlers and drivers,	7	6	901	8	8	1,077
Brewery workmen,	10	10	1,407	10	10	1,300
<i>Tobacco.</i>	18	18	3,862	18	18	3,711
Cigar makers,	16	16	3,179	16	16	3,146
Others,	2	2	683	2	2	565
Leather and Rubber Goods.						
<i>Leather and Leather Goods.</i>	5	5	744	6	6	823
Leather workers on horse goods,	3	3	134	3	3	102
Others,	2	2	610	3	3	721
<i>Rubber and Gutta Percha Goods.</i>	5	4	324	3	3	105
Employees,	5	4	324	3	3	105
Metals, Machinery, and Shipbuilding.						
<i>Iron and Steel Manufactures.</i>	106	100	8,512	95	92	7,935
Blacksmiths and horseshoers,	20	19	918	17	17	875
Boiler makers and helpers,	15	15	1,084	12	12	786
Cutting die and cutter makers,	5	5	96	5	5	121
Machinists,	32	29	3,715	27	25	3,208
Molders (iron and brass),	25	25	2,404	27	27	2,629
Others,	9	7	295	7	6	316
<i>Miscellaneous Metal Manufactures.</i>	24	23	1,282	19	15	631
Metal polishers, buffers, and platers,	15	14	661	14	12	501
Others,	9	9	621	5	3	130
<i>Shipbuilding.</i>	4	4	176	3	3	184
Employees,	4	4	176	3	3	184
Printing and Allied Trades.						
<i>Printing and Publishing.</i>	30	29	3,632	30	30	3,658
Compositors,	16	16	2,100	17	17	2,183
Printing pressmen,	12	11	1,362	11	11	1,293
Others,	2	2	170	2	2	182
<i>Bookbinding and Blankbook Making.</i>	4	4	330	3	3	206
Bookbinders,	4	4	330	3	3	206
<i>Lithographing and Engraving.</i>	8	8	588	11	9	694
Stereotypers and electrotypers,	4	4	359	5	4	359
Photo-engravers,	2	2	136	3	3	241
Others,	2	2	93	3	2	94
Public Employment.						
<i>Federal Employees.</i>	3	3	1,643	3	3	1,335
Employees,	3	3	1,643	3	3	1,335
<i>Municipal Employees.</i>	31	29	3,731	29	29	3,591
General employees,	13	12	1,478	12	12	1,551
Park department employees,	3	3	225	3	3	209
Street department employees,	6	6	1,392	6	6	1,034
Water and sewer department employees,	6	6	416	5	5	419
Others,	3	2	220	3	3	378

¹ See foot-note on page 315.

TABLE VI. — *Number and Membership of Local Unions at the End of 1908 and 1909: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	1908 ¹			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting
Restaurants and Trade.						
Hotels and Restaurants.	38	34	4,307	38	37	5,067
Bartenders,	30	28	3,368	30	29	3,292
Cooks and waiters,	8	6	939	8	8	1,775
Trade.	21	19	1,735	20	20	1,739
Clerks (dry goods),	7	6	646	6	6	500
Clerks (general),	6	5	182	6	6	198
Clerks (grocery and provision),	5	5	527	6	6	534
Others,	3	3	380	2	2	507
Textiles.						
Bleaching, Dyeing, and Printing.	3	2	107	2	2	86
Employees,	3	2	107	2	2	86
Cotton Goods.	30	28	11,442	28	26	11,880
Loomfixers,	8	8	1,369	8	8	1,503
Mule spinners,	6	6	1,494	5	5	1,803
Weavers,	7	6	5,204	8	6	5,780
Others,	9	8	3,375	7	7	2,794
Flax, Hemp, and Jute Goods.	1	1	67	2	2	120
Employees,	1	1	67	2	2	120
Woolen and Worsted Goods.	17	16	2,651	21	18	2,513
Card machine operators,	2-	2-	2-	5	4	50
Mule spinners,	3	3	306	3	3	235
Wool sorters,	4	4	715	4	4	800
Others,	10	9	1,630	9	7	1,428
Transportation.						
Railroads.	122	117	17,245	129	122	16,536
Building mechanics,	2-	2-	2-	4	4	275
Carmen, railway,	3	3	412	3	2	260
Car workers and inspectors,	7	7	413	9	8	591
Clerks, railway,	13	13	466	21	17	786
Conductors, railway,	6	6	900	6	6	908
Locomotive engineers,	7	7	1,361	7	7	1,410
Locomotive firemen,	8	7	1,364	9	9	1,577
Maintenance-of-way employees,	12	11	1,329	10	9	982
Station agents and employees,	10	10	3,210	8	8	1,173
Street and electric railway employees,	20	19	2,652	18	18	3,130
Trainmen, railroad,	21	20	3,673	22	22	4,132
Others,	15	14	1,465	12	12	1,312
Teaming.	40	36	9,576	36	34	9,472
Teamsters (coal),	9	8	1,778	9	8	2,119
Teamsters (general),	20	17	4,861	17	16	5,377
Teamsters (various special branches),	10	10	2,872	8	8	1,930
Others,	1	1	65	2	2	46
Navigation.	3	3	2,859	2	2	650
Employees,	3	3	2,859	2	2	650
Freight Handling.	20	18	4,368	15	15	4,359
Freight handlers and clerks,	11	11	2,083	8	8	2,077
Longshoremen,	4	4	2,038	4	4	2,017
Others,	5	3	247	3	3	265

¹ See foot-note on page 315.² One organization included under "Others"—"Woolen and Worsted Goods" in 1908.³ One organization included under "Others"—"Railroads" in 1908.

TABLE VI. — *Number and Membership of Local Unions at the End of 1908 and 1909: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	1908 ¹			1909		
	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting	Number of Local Unions Existing	Number of Local Unions Reporting Membership	Total Membership of Local Unions Reporting
Transportation — Con.						
<i>Telegraphs and Telephones.</i>						
Telegraphers, railroad,	8	7	1,189	7	6	858
Telegraphers, railroad,	5	5	822	5	5	833
Others,	3	2	367	2	1	25
Woodworking and Furniture.						
<i>Woodworking and Furniture.</i>	29	27	2,372	26	26	2,543
Coopers,	4	4	307	4	4	275
Pattern makers (wooden),	9	9	402	8	8	447
Piano and organ workers,	5	4	556	4	4	547
Mattress makers and upholsterers,	3	3	225	4	4	336
Saw and planing mill workers,	3	3	675	3	3	650
Others,	5	4	207	3	3	288
Miscellaneous.						
<i>Barbering.</i>	29	29	1,984	29	29	2,074
Barbers,	29	29	1,984	29	29	2,074
<i>Chemicals.</i>	1	1	7	—	—	—
Employees,	1	1	7	—	—	—
<i>Glass and Glassware.</i>	4	4	193	4	3	146
Employees,	4	4	193	4	3	146
<i>Paper and Paper Goods.</i>	4	4	382	4	3	242
Employees,	4	4	382	4	3	242
<i>Personal and Domestic Service.</i>	1	1	8	2	2	208
Employees,	1	1	8	2	2	208
<i>Stationary Enginemen.</i>	30	27	2,617	27	26	3,078
Stationary engineers,	12	10	904	12	12	1,296
Stationary firemen,	18	17	1,713	15	14	1,782
<i>Theatres and Music.</i>	44	41	4,890	44	43	5,959
Musicians,	26	24	3,851	28	28	4,978
Theatrical stage employees,	12	11	731	13	12	763
Others,	6	6	308	3	3	218
<i>Water, Light, and Power.</i>	2	2	159	1	1	140
Employees,	2	2	159	1	1	140

¹ See foot-note on page 315.

TABLE VII. — *Number and Membership of Local Unions at the End of 1908 and 1909 Having Women as Members: By Localities.*

LOCALITIES.	1908 ¹				1909			
	NUMBER OF UNIONS		MEMBERSHIP OF UNIONS REPORTING		NUMBER OF UNIONS		MEMBERSHIP OF UNIONS REPORTING	
	Re- porting Member- ship	Having Women as Mem- bers	Total Member- ship	Number of Women	Re- porting Member- ship	Having Women as Mem- bers	Total Member- ship	Number of Women
The State.	1,160	114	161,887	10,122	1,185	127	168,037	11,238
Athol,	9	3	680	48	7	4	652	60
BOSTON,	228	19	62,389	1,596	234	16	61,144	1,083
BROCKTON,	50	13	16,201	1,548	50	13	14,506	3,324
FALL RIVER,	31	6	7,684	1,911	29	5	7,448	1,741
HAVERHILL,	25	6	3,482	501	25	7	5,395	732
HOLYOKE,	30	3	2,212	10	30	3	2,218	17
LAWRENCE,	43	4	4,141	4	44	5	4,770	129
LOWELL,	40	5	4,062	637	40	4	4,119	21
LYNN,	49	7	9,599	793	52	6	10,586	522
MARLBOROUGH,	11	4	449	4	15	4	1,161	168
NEW BEDFORD,	30	4	4,027	711	33	5	7,547	707
NORTH ADAMS,	25	4	1,217	15	25	4	1,076	80
PITTSFIELD,	21	3	1,388	35	25	3	1,492	35
SPRINGFIELD,	54	6	5,687	208	57	6	5,849	228
TAUNTON,	25	3	1,872	28	23	3	1,559	8
Whitman,	6	3	1,115	61	7	4	1,519	295
WORCESTER,	56	4	5,473	4	56	3	5,338	23
Other cities and towns having women in trade unions,	208	29	19,064	2,020	185	32	17,456	2,065
Cities and towns having no women in trade unions,	219	—	11,145	—	248	—	14,202	—

¹ See footnote on page 315.² The total number of local unions in the State at the close of 1908 was 1,243, of which number 1,160 reported an aggregate membership of 161,887. Of the 83 unions which failed to report, only nine represented occupations in which women would, presumably, be employed.³ The total number of local unions in the State at the close of 1909 was 1,244, of which number 1,185 reported an aggregate membership of 168,037. Of the 59 unions which failed to report, only eleven represented occupations in which women would, presumably, be employed.⁴ Included in 1908 under "Other cities and towns having women in trade unions."TABLE VIII. — *Number and Membership of Local Unions at the Close of 1908 and 1909 Having Women as Members: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	1908 ¹		1909	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
ALL INDUSTRIES.	114	10,122	127	11,238
Clothing.				
Boots and Shoes.	31	3,893	40	6,444
Boot and shoe workers (mixed),	15	1,437	19	1,782
Stitchers,	5	1,729	8	3,209
Triers, dressers, and packers,	3	266	4	730
Others,	8	461	9	723

¹ See Note 1 to Table VI on page 315.² See Notes 2 and 3 following Table No. VII above.

TABLE VIII. — *Number and Membership of Local Unions at the Close of 1908 and 1909 Having Women as Members: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	1908 ¹		1909	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
Clothing — Con.				
<i>Garments.</i>	12	511	8	222
Garment workers,	7	442	4	159
Tailors and dressmakers,	5	69	4	63
<i>Hats, Caps, and Furs.</i>	2	162	1	15
Employees,	2	162	1	15
<i>Shirts, Collars, and Laundry.</i>	3	127	3	128
Laundry workers,	3	127	3	128
Foods, Liquors, and Tobacco.				
<i>Food Products.</i>	1	9	-	-
Employees,	1	9	-	-
<i>Tobacco.</i>	9	938	11	851
Cigar makers,	7	255	9	286
Others,	2	683	2	565
Printing and Allied Trades.				
<i>Printing and Publishing.</i>	12	133	14	132
Compositors,	12	133	13	131
Others,	-	-	1	1
<i>Bookbinding and Blankbook Making.</i>	2	115	2	78
Employees,	2	115	2	78
Restaurants and Trade.				
<i>Hotels and Restaurants.</i>	2	180	2	76
Employees,	2	180	2	76
<i>Trade.</i>	7	328	7	298
Retail clerks,	7	328	7	298
Textiles.				
<i>Cotton Goods.</i>	7	3,457	5	2,520
Weavers,	2	2,200	3	1,955
Others,	5	1,257	2	565
<i>Woolen and Worsted Goods.</i>	1	15	3	119
Employees,	1	15	3	119
Transportation.				
<i>Railroads.</i>	3	3	2	2
Employees,	3	3	2	2
<i>Telegraphs.</i>	4	24	4	32
Telegraphers (railroad),	4	24	4	32

¹ See Note I to Table VI on page 315.

TABLE VIII. — *Number and Membership of Local Unions at the Close of 1908 and 1909 Having Women as Members: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	1908 ¹		1909	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
Miscellaneous.				
<i>Theatres and Music.</i>				
Musicians,	14	193	22	277
Others,	14	193	21	255
	-	-	1	22
<i>Unclassified.</i>				
Employees,	4	34	3	44
	4	34	3	44

¹ See footnote on page 315.

TABLE IX. — *Increase and Decrease in Membership of Identical Unions Existing on December 31, 1908, and December 31, 1909.*

CITIES AND TOWNS.	Number of Identical Unions	MEMBERSHIP		Increase (+) or Decrease (-) in 1909 as Compared with 1908
		December 31, 1908	December 31, 1909	
BOSTON,	145	38,136	37,809	-327
BROCKTON,	35	9,585	8,770	-815
CAMBRIDGE,	7	408	409	+1
CHELSEA,	5	496	819	+323
FALL RIVER,	23	4,050	4,033	-17
FITCHBURG,	15	856	904	+48
HAVERHILL,	15	1,866	2,779	+913
HOLYOKE,	21	1,293	1,461	+168
LAWRENCE,	25	2,449	3,005	+556
LOWELL,	18	1,079	1,220	+141
LYNN,	34	8,285	8,579	+294
MARLBOROUGH,	5	209	194	-15
NEW BEDFORD,	21	3,649	4,852	+1,203
NORTH ADAMS,	13	704	628	-76
PITTSFIELD,	11	641	746	+105
QUINCY,	11	1,544	1,729	+185
SALEM,	16	1,454	1,551	+97
SPRINGFIELD,	28	2,971	3,453	+482
TAUNTON,	14	909	814	-95
WORCESTER,	32	2,854	2,990	+136
Other cities and towns,	193	15,205	15,111	-94
Totals,	687	98,643	101,856	+3,213

TABLE X. — *Number of Local Unions Reporting Specified Rates of Dues Paid by Individual Members in 1909.*

Rates per Annum	PAYABLE.	Number of Unions	Rates per Annum	PAYABLE.	Number of Unions
\$1.00	Annually,	1	\$10.00	Annually,	1
1.36	Annually,	1	10.20	85 cents, monthly,	10
1.80	15 cents, monthly,	2	10.40	20 cents, weekly,	3
2.00	Annually,	4	12.00	Annually,	2
2.00	50 cents, quarterly,	4	12.00	\$1.00, monthly,	63
2.40	20 cents, monthly,	2	13.00	Annually,	1
3.00	Annually,	13	13.00	25 cents, weekly,	70
3.00	75 cents, quarterly,	1	15.00	\$1.25, monthly,	2
3.00	25 cents, monthly,	71	15.60	30 cents, weekly,	29
3.60	30 cents, monthly,	7	18.20	35 cents, weekly,	3
4.00	Annually,	7	20.80	Annually,	1
4.00	\$1.00, quarterly,	1	20.80	40 cents, weekly,	25
4.20	Annually,	1	22.85	44 cents, weekly,	1
4.20	35 cents, monthly,	18	23.40	45 cents, weekly,	4
4.50	Annually,	2	24.00	\$2.00, monthly,	1
4.80	40 cents, monthly,	6	26.00	50 cents, weekly,	5
5.00	Annually,	5	30.00	\$2.50, monthly,	1
5.10	Annually,	1	33.00	\$2.75, monthly,	6
5.20	Annually,	1	-	Graded rates, annually,	4
5.20	10 cents, weekly,	16	-	Graded rates, monthly,	40
5.40	45 cents, monthly,	1	-	Graded rates, weekly,	14
6.00	Annually,	14	-	Percentage of earnings, monthly,	2
6.00	\$3.00, semi-annually,	1	-	Percentage of earnings, weekly,	3
6.00	50 cents, monthly,	236	-	Specific rate and percentage of earnings, monthly,	2
6.50	Annually,	1	-	Other methods,	3
6.60	55 cents, monthly,	11	-	<i>Total number of unions answering inquiry,</i>	938
7.20	60 cents, monthly,	54	-	<i>Total number of unions not answering inquiry,</i>	306
7.80	Annually,	1	-	Total number of unions in the State,	1,244
7.80	65 cents, monthly,	4			
7.80	15 cents, weekly,	17			
8.00	Annually,	5			
8.40	70 cents, monthly,	4			
8.64	72 cents, monthly,	1			
9.00	Annually,	1			
9.00	\$2.25, quarterly,	1			
9.00	75 cents, monthly,	122			
9.60	80 cents, monthly,	4			

TABLE XI. — *Number of Local Unions Reporting Specified Initiation Fees Required of New Members in 1909.*

AMOUNTS OF FEES.	Number of Unions	AMOUNTS OF FEES.	Number of Unions
None,	18	\$11.10,	1
10 cents,	1	11.25,	1
25 cents,	7	11.50,	3
50 cents,	6	12.00,	4
\$1.00,	136	14.00,	1
1.25,	3	15.00,	44
1.50,	3	16.00,	5
1.75,	1	16.50,	13
2.00,	58	17.50,	1
2.50,	8	20.00,	4
3.00,	107	25.00,	55
3.25,	3	26.00,	3
3.50,	4	26.75,	1
4.00,	6	34.50,	1
5.00,	210	50.00,	9
5.20,	3	Graded fees,	60
5.50,	1	<i>Total number of unions answering inquiry,</i>	<i>935</i>
6.00,	3	<i>Total number of unions not answering inquiry,</i>	<i>309</i>
6.25,	1	Total number of unions in the State,	1,244
7.00,	2		
10.00,	143		
10.75,	1		
11.00,	4		

TABLE XII. — *Number of Unions Reporting Specified Reinstatement Fees Required of Former Members in 1909.*

CLASSIFICATION.	Number of Unions Reporting	CLASSIFICATION.	Number of Unions Reporting
No reinstatement fee,	66	\$25.00 or over,	25
50 cents or less,	21	Other specified fees,	131
\$1.00,	121	Graded fees,	33
2.00,	45	Back dues only,	42
3.00,	80	Back dues and other definite fees,	57
4.00,	19	Determined by the union,	65
5.00,	73	Other methods of determining fees,	18
10.00,	57	Not stated,	339
15.00,	40		
20.00,	12	Total,	1,244

TABLE XIII. — *Benefits Paid to Members by International Organizations Affiliated with the American Federation of Labor During the Fiscal Years 1907-08 and 1908-09.*

CLASSES OF BENEFITS.	NUMBER OF INTERNATIONAL UNIONS PAYING BENEFITS ¹		TOTAL AMOUNT OF BENEFITS PAID	
	1908	1909	1908	1909
Death benefits — members,	61	57	\$1,257,244	\$1,187,044
Death benefits — members' wives,	4	7	31,390	49,200
Sick benefits,	21	20	593,541	731,955
Traveling benefits,	4	4	51,094	51,968
Tool insurance,	4	4	5,872	5,063
Unemployed benefits,	11	8	205,254	484,028
Totals,	-	-	2 \$2,144,395	2 \$2,509,258

¹ The number of international unions reporting as having paid benefits was 64 in 1908 and 62 in 1909, several of the organizations paying more than one class of benefits.

² Cents have been omitted in stating the items and the total.

TABLE XIV. — *Benefit Payments to Members by Local Unions in Massachusetts during the Fiscal Year Ending in 1909: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	AMOUNTS OF BENEFITS PAID						Totals
	Sick Benefits	Accident Benefits	Death and Funeral Benefits	Out-of-Work Benefits	Strike Benefits	Other Benefits	
Building and Stone Working.							
Building Trades.	\$7,739.45	\$3,209.95	\$21,009.00	\$300.43	\$6,850.02	\$183.66	\$39,292.51
Bricklayers, masons, and plasterers,	1,115.00	1,690.00	4,275.00	168.85	2,667.02	-	9,915.87
Carpenters,	2,100.45	814.95	9,059.00	124.83	1,491.00	183.66	13,773.89
Electrical workers,	240.00	5.00	100.00	-	-	-	345.00
Engineers (hoisting and portable),	200.00	-	100.00	-	-	-	300.00
Lathers (wood, wire, and metal),	-	-	450.00	-	-	-	450.00

TABLE XIV. — *Benefit Payments to Members by Local Unions in Massachusetts during the Fiscal Year Ending in 1909: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	AMOUNT OF BENEFITS PAID						Totals
	Sick Benefits	Accident Benefits	Death and Funeral Benefits	Out-of- Work Benefits	Strike Benefits	Other Benefits	
Building and Stone Working — Con.							
<i>Building Trades — Con.</i>							
Painters, decorators, and paper- hangers,	3,097.00	385.00	6,825.00	6.75	765.00	—	11,078.75
Plumbers, steamfitters, and gasfitters,	767.00	90.00	100.00	—	1,915.00	—	2,872.00
Roofers,	—	—	100.00	—	—	—	100.00
Sheet metal workers, . . .	190.00	—	—	—	12.00	—	202.00
Others,	30.00	225.00	—	—	—	—	255.00
<i>Building and Street Labor.</i>	\$60.00	\$1,000.00	\$425.00	—	\$28.00	—	\$1,513.00
Hod carriers and building laborers,	—	1,000.00	400.00	—	28.00	—	1,428.00
Others,	60.00	—	25.00	—	—	—	85.00
<i>Stone Working.</i>	\$20.00	\$85.00	\$1,925.00	—	—	\$140.00	\$2,170.00
Granite cutters,	20.00	85.00	1,125.00	—	—	140.00	1,370.00
Paving cutters,	—	—	200.00	—	—	—	200.00
Quarry workers,	—	—	300.00	—	—	—	300.00
Others,	—	—	300.00	—	—	—	300.00
Clothing.							
<i>Boots and Shoes.</i>	\$15,521.15	\$70.00	\$625.00	\$20.00	\$2,768.00	\$100.00	\$19,104.15
Boot and shoe workers (mixed),	5,125.47	—	300.00	—	—	100.00	5,525.47
Cutters,	374.50	—	100.00	—	2,000.00	—	2,474.50
Edgemakers,	379.29	—	50.00	—	—	—	429.29
Lasters,	601.88	—	—	—	—	—	601.88
Sole leather workers, . . .	2,699.89	—	—	—	—	—	2,699.89
Stitchers,	3,392.72	—	—	—	—	—	3,392.72
Trees, dressers, and packers, .	919.40	—	—	—	—	—	919.40
Turn workmen,	280.00	—	—	—	—	—	280.00
Others,	1,748.00	70.00	175.00	20.00	768.00	—	2,781.00
<i>Garments.</i>	\$429.00	\$80.00	\$640.00	\$125.00	\$1,258.50	\$300.00	\$2,732.50
Garment workers,	72.00	—	350.00	125.00	50.00	—	597.00
Tailors and dressmakers, . .	357.00	80.00	290.00	—	1,208.50	200.00	2,135.50
<i>Hats, Caps, and Furs.</i>	\$700.00	—	\$1,200.00	—	\$2,475.00	—	\$4,375.00
Employees,	700.00	—	1,200.00	—	2,475.00	—	4,375.00
Food, Liquors, and Tobacco.							
<i>Food Products.</i>	\$180.00	—	\$250.00	\$2.00	\$189.00	—	\$621.00
Bakers and bakery wagon drivers,	180.00	—	250.00	—	189.00	—	619.00
Others,	—	—	—	2.00	—	—	2.00
<i>Liquors.</i>	—	—	\$40.00	—	—	—	\$40.00
Bottlers and drivers,	—	—	40.00	—	—	—	40.00
<i>Tobacco.</i>	\$3,395.87	—	\$5,590.00	\$612.50	—	—	\$9,598.37
Cigar makers,	3,182.74	—	5,590.00	612.50	—	—	9,385.24
Strippers,	213.13	—	—	—	—	—	213.13
Leather and Rubber Goods.							
<i>Leather and Rubber Goods.</i>	\$80.00	—	—	\$266.00	—	—	\$346.00
Leather workers,	80.00	—	—	—	—	—	80.00
Rubber workers,	—	—	—	266.00	—	—	266.00

TABLE XIV. — *Benefit Payments to Members by Local Unions in Massachusetts during the Fiscal Year Ending in 1909: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	AMOUNTS OF BENEFITS PAID						Totals
	Sick Benefits	Accident Benefits	Death and Funeral Benefits	Out-of Work Benefits	Strike Benefits	Other Benefits	
Metals, Machinery, and Shipbuilding.							
<i>Iron and Steel Manufactures.</i>	\$5,003.05	—	\$4,557.50	\$1,366.12	\$947.00	\$2,010.00	\$13,883.67
Horseshoers,	70.00	—	—	—	—	—	70.00
Machinists,	1,254.75	—	2,721.50	1,065.45	—	1,560.00	6,601.70
Molders (iron and brass), . .	3,498.30	—	1,761.00	277.67	947.00	450.00	6,933.97
Others,	180.00	—	75.00	23.00	—	—	278.00
<i>Miscellaneous Metal Manu- factures.</i>	—	—	\$550.00	—	—	—	\$550.00
Metal polishers, buffers, and platers,	—	—	450.00	—	—	—	450.00
Others,	—	—	100.00	—	—	—	100.00
Printing and Allied Trades.							
<i>Printing and Publishing.</i>	\$1,101.00	—	\$5,877.00	—	—	\$696.00	\$7,674.00
Compositors,	826.00	—	5,327.00	—	—	696.00	6,849.00
Printing pressmen,	25.00	—	450.00	—	—	—	475.00
Others,	250.00	—	100.00	—	—	—	350.00
<i>Bookbinding and Blankbook Making.</i>	—	—	\$100.00	—	—	—	\$100.00
Bookbinders,	—	—	100.00	—	—	—	100.00
<i>Stereotyping, Electrotyping, etc.</i>	—	—	\$210.00	—	—	—	\$210.00
Stereotypers and electrotypers, Others,	—	—	60.00 150.00	—	—	—	60.00 150.00
Public Employment.							
<i>Municipal.</i>	\$310.00	—	\$200.00	—	—	—	\$510.00
Employees,	310.00	—	200.00	—	—	—	510.00
Restaurants and Trade.							
<i>Hotels and Restaurants.</i>	\$1,228.00	—	\$1,590.00	—	\$700.00	—	\$3,518.00
Bartenders,	968.00	—	1,040.00	—	—	—	2,008.00
Cooks and waiters,	260.00	—	550.00	—	700.00	—	1,510.00
<i>Trade.</i>	\$1,225.00	\$80.00	\$610.00	—	—	—	\$1,915.00
Retail clerks,	1,225.00	80.00	610.00	—	—	—	1,915.00
Textiles.							
<i>Cotton Goods.</i>	\$198.33	\$543.04	\$2,501.50	\$1,968.58	—	\$28.00	\$5,239.45
Loomfixers,	198.33	336.39	375.00	—	—	—	909.72
Mule spinners,	—	38.65	160.00	1,304.90	—	28.00	1,531.55
Weavers,	—	—	1,717.50	415.68	—	—	2,133.18
Others,	—	168.00	249.00	248.00	—	—	665.00
<i>Woolen and Worsted Goods.</i>	—	\$122.35	\$100.00	\$368.90	\$193.00	—	\$784.25
Employees,	—	122.35	100.00	368.90	193.00	—	784.25
Transportation.							
<i>Railroads.</i>	\$14,568.50	\$4,522.00	\$22,891.25	\$25.00	—	\$30.80	\$42,037.55
Conductors, railway,	1,113.87	—	5,300.00	—	—	—	6,413.87
Engineers, locomotive, . . .	320.00	—	—	—	—	—	320.00
Firemen, locomotive,	417.95	—	6,500.00	—	—	—	6,917.95
Station agents and employees, .	240.00	—	—	—	—	—	240.00
Street and electric railway em- ployees,	4,719.38	372.00	2,151.25	—	—	—	7,242.63
Trainmen, railroad,	7,427.30	4,150.00	8,700.00	—	—	30.80	20,308.10
Others,	330.00	—	240.00	25.00	—	—	595.00

TABLE XIV. — *Benefit Payments to Members by Local Unions in Massachusetts during the Fiscal Year Ending in 1909: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	AMOUNT OF BENEFITS PAID						Totals
	Sick Benefits	Accident Benefits	Death and Funeral Benefits	Out-of- Work Benefits	Strike Benefits	Other Benefits	
Transportation — Con.							
<i>Teaming.</i>	\$385.00	\$75.00	\$315.00	—	—	—	\$775.00
Teamsters,	275.00	75.00	250.00	—	—	—	600.00
Others,	110.00	—	65.00	—	—	—	175.00
<i>Navigation.</i>	—	\$800.00	\$500.00	—	—	\$500.00	\$1,800.00
Employees,	—	800.00	500.00	—	—	500.00	1,800.00
<i>Freight Handling.</i>	\$5,185.50	\$1,425.00	\$725.00	—	—	—	\$7,335.50
Freight handlers and clerks, . .	1,410.00	340.00	25.00	—	—	—	1,775.00
Longshoremen,	3,775.50	925.00	700.00	—	—	—	5,400.50
Others,	—	160.00	—	—	—	—	160.00
<i>Telegraphs and Telephones.</i>	\$50.00	—	\$800.00	—	—	—	\$850.00
Telegraphers, railroad,	50.00	—	800.00	—	—	—	850.00
Woodworking and Fur- niture.							
<i>Saw and Planing Mill Products.</i>	\$37.50	\$50.00	\$75.00	\$7.00	—	\$1.00	\$170.50
Employees,	37.50	50.00	75.00	7.00	—	1.00	170.50
<i>Cooperage.</i>	—	—	\$200.00	—	—	—	\$200.00
Coopers,	—	—	200.00	—	—	—	200.00
<i>Wood Turning, Carving, and Furniture.</i>	\$316.00	\$4.00	\$650.00	—	\$562.00	\$70.00	\$1,602.00
Employees,	316.00	4.00	650.00	—	562.00	70.00	1,602.00
Miscellaneous.							
<i>Barbering.</i>	\$3,044.00	—	\$1,300.00	—	—	—	\$4,344.00
Barbers,	3,044.00	—	1,300.00	—	—	—	4,344.00
<i>Glass and Glass Ware.</i>	\$70.00	—	—	—	—	—	\$70.00
Employees,	70.00	—	—	—	—	—	70.00
<i>Paper and Paper Goods.</i>	\$320.00	\$40.00	—	—	—	—	\$360.00
Employees,	320.00	40.00	—	—	—	—	360.00
<i>Stationary Enginemen.</i>	\$825.00	—	\$475.00	—	—	—	\$1,300.00
Stationary engineers,	150.00	—	25.00	—	—	—	175.00
Stationary firemen,	675.00	—	450.00	—	—	—	1,125.00
<i>Theatres and Music.</i>	\$133.00	—	\$292.00	\$40.00	—	—	\$465.00
Musicians,	133.00	—	292.00	—	—	—	425.00
Theatrical stage employees, . .	—	—	—	40.00	—	—	40.00
<i>Water, Light, and Power.</i>	—	—	\$100.00	—	—	—	\$100.00
Employees,	—	—	100.00	—	—	—	100.00
Totals,¹	\$62,125.35	\$12,106.34	\$76,323.25	\$5,101.53	\$15,970.52	\$3,959.46	\$175,586.45

¹ In addition to the figures shown in the table the following amounts were paid in benefits, but the number of members receiving same was not stated: Sick, \$12,038; accident, \$2,914; death, \$11,608; out-of-work, \$4,748; strike, \$1,429; other, \$5,394; total, \$38,131. Also the following numbers of members received benefits, but the amount paid them was not stated: Sick, 65; accident, 32; death, 27; out-of-work, 27; strike, 6; total, 157.

TABLE XV. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1909 by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Localities.*

LOCALITIES.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less	Doubtful or Not Stated			
The State.	178	79	45	116	418	400	818
BOSTON,	33	11	5	36	85	70	155
BROCKTON,	9	8	2	6	25	6	31
CAMBRIDGE,	1	—	1	1	3	8	11
CHELSEA,	3	—	1	2	6	2	8
FALL RIVER,	7	3	—	3	13	11	24
FITCHBURG,	6	3	2	2	13	7	20
GLOUCESTER,	3	1	—	2	6	4	10
Haverhill,	2	5	8	—	15	2	17
HOLYOKE,	5	3	—	2	10	4	14
LAWRENCE,	10	1	—	2	13	18	31
LOWELL,	7	3	—	5	15	10	25
LYNN,	9	8	1	10	28	20	48
MALDEN,	1	—	1	—	2	5	7
MARLBOROUGH,	1	—	1	1	3	3	6
NEW BEDFORD,	3	4	1	3	11	14	25
NEWTON,	1	—	—	—	1	7	8
NORTH ADAMS,	2	1	4	—	7	10	17
NORTHAMPTON,	2	—	—	2	4	7	11
PITTSFIELD,	4	1	2	2	9	6	15
QUINCY,	7	—	—	2	9	6	15
SALEM,	4	2	2	1	9	10	19
SOMERVILLE,	1	—	—	1	2	5	7
SPRINGFIELD,	10	4	—	4	18	17	35
TAUNTON,	2	1	1	1	5	11	16
WALTHAM,	2	—	—	—	2	7	9
WORCESTER,	4	7	2	6	19	17	36
Other cities and towns,	39	13	11	22	85	113	198

TABLE XVI. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1909 by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less	Doubtful or Not Stated			
Building and Stone Working.							
<i>Building Trades.</i>	<i>38</i>	<i>19</i>	<i>2</i>	<i>12</i>	<i>71</i>	<i>165</i>	<i>236</i>
Bricklayers, masons, and plasterers,	8	1	—	1	10	28	38
Carpenters,	9	5	—	8	22	77	99
Electrical workers,	2	1	—	1	4	9	13
Engineers (hoisting and portable),	1	1	—	—	2	2	4
Lathers (wood, wire, and metal),	2	—	—	—	2	4	6
Painters, decorators, and paper-hangers,	3	8	2	—	13	28	41
Plumbers, steamfitters, and gas-fitters,	11	1	—	—	12	9	21
Roofers,	1	—	—	—	1	3	4
Sheet metal workers,	—	2	—	1	3	3	6
Others,	1	—	—	1	2	2	4
<i>Building and Street Labor.</i>	<i>1</i>	<i>3</i>	<i>—</i>	<i>—</i>	<i>4</i>	<i>11</i>	<i>15</i>
Hod carriers and building laborers,	1	3	—	—	4	8	12
Pavers,	—	—	—	—	—	3	3

TABLE XVI. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1909 by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less	Doubtful or Not Stated			
Building and Stone Working							
— <i>Con.</i>							
<i>Stone Working.</i>	16	5	—	3	24	4	28
Granite cutters,	9	4	—	1	14	1	15
Paving cutters,	2	1	—	1	4	—	4
Quarry workers,	5	—	—	1	6	—	6
Others,	—	—	—	—	—	3	3
Clothing Trades.							
<i>Boot and Shoe Workers.</i>	12	7	16	15	50	15	65
Boot and shoe workers (mixed), . .	4	1	4	5	14	4	18
Cutters,	2	3	2	1	8	1	9
Edgemakers,	2	—	1	—	3	1	4
Lasters,	—	1	2	4	7	1	8
Stitchers,	—	1	3	2	6	2	8
Treers, dressers, and packers, . .	2	1	1	1	5	—	5
Turn workmen,	—	—	1	—	1	—	1
Others,	2	—	2	2	6	6	12
<i>Garments.</i>	5	3	3	1	12	5	17
Garment workers,	3	—	2	—	5	3	8
Tailors and dressmakers,	2	3	1	1	7	2	9
<i>Hats, Caps, Gloves, and Furs.</i>	3	—	—	1	4	1	5
Employees,	3	—	—	1	4	1	5
<i>Shirts, Collars, and Laundry.</i>	—	1	—	2	3	—	3
Laundry workers,	—	1	—	2	3	—	3
Food, Liquors, and Tobacco.							
<i>Food Products.</i>	1	3	3	3	10	1	11
Bakers and confectioners,	1	3	2	3	9	1	10
Others,	—	—	1	—	1	—	1
<i>Liquors.</i>	9	1	—	1	11	—	11
Bottlers and drivers,	2	1	—	—	3	—	3
Brewery workmen,	7	—	—	1	8	—	8
<i>Tobacco.</i>	3	1	1	—	5	8	13
Cigarmakers,	2	1	1	—	4	8	12
Others,	1	—	—	—	1	—	1
Leather and Rubber Goods.							
<i>Leather and Leather Goods.</i>	2	—	—	1	3	—	3
Leather workers,	2	—	—	1	3	—	3
<i>Rubber and Gutta Percha Goods.</i>	—	—	1	1	2	—	2
Rubber workers,	—	—	1	1	2	—	2
Metals, Machinery, and Ship-building.							
<i>Iron and Steel Manufacture.</i>	12	5	5	7	29	38	67
Blacksmiths and horseshoers, . .	4	1	—	1	6	5	11
Boiler makers and helpers, . . .	5	—	—	1	6	4	10
Cutting die and cutter makers, . .	1	—	1	—	2	—	2
Iron and brass molders,	1	4	—	3	8	12	20
Machinists,	1	—	4	2	7	14	21
Others,	—	—	—	—	—	3	3

TABLE XVI. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1909 by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less	Doubtful or Not Stated			
Metals, Machinery, and Shipbuilding—Con.							
Miscellaneous Metal Manufactures.	-	-	2	1	3	9	12
Metal polishers,	-	-	1	1	2	7	9
Others,	-	-	1	-	1	2	3
Shipbuilding.	1	-	-	-	1	1	2
Employees,	1	-	-	-	1	1	2
Printing and Allied Trades.							
Printing and Publishing.	4	9	3	4	20	3	23
Compositors,	2	5	3	3	13	1	14
Printing pressmen,	2	3	-	1	6	2	8
Others,	-	1	-	-	1	-	1
Bookbinding and Blankbook Making.	-	-	1	1	2	-	2
Bookbinders,	-	-	1	1	2	-	2
Lithographing and Engraving.	1	2	-	-	3	5	8
Stereotypers and electrotypers, . .	1	1	-	-	2	2	4
Photo-engravers,	-	1	-	-	1	2	3
Others,	-	-	-	-	-	1	1
Public Employment.							
Federal.	-	-	-	-	-	1	1
Employees,	-	-	-	-	-	1	1
Municipal.	-	-	-	-	-	17	17
Employees,	-	-	-	-	-	17	17
Restaurants and Trade.							
Hotels and Restaurants.	6	3	-	3	12	8	20
Bartenders,	6	1	-	2	9	6	15
Cooks and waiters,	-	2	-	1	3	2	5
Trade.	-	4	1	3	8	6	14
Retail clerks,	-	4	1	2	7	6	13
Others,	-	-	-	1	1	-	1
Textiles.							
Bleaching, Dyeing, and Printing.	-	-	-	-	-	1	1
Employees,	-	-	-	-	-	1	1
Cotton Goods.	2	1	-	1	4	14	18
Loomfixers,	-	-	-	1	1	5	6
Mule spinners,	-	-	-	-	-	3	3
Weavers,	1	-	-	-	1	3	4
Others,	1	1	-	-	2	3	5
Woolen Goods.	1	-	-	2	3	9	12
Employees,	1	-	-	2	3	9	12
Transportation.							
Railroads.	33	-	3	29	65	19	84
Car workers,	4	-	-	-	4	-	4
Clerks,	3	-	1	3	7	4	11
Conductors,	-	-	-	5	5	1	6
Locomotive engineers,	1	-	-	2	3	-	3

TABLE XVI. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1909 by Specified Proportions of Firms within the Jurisdiction of the Several Unions: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	NUMBER OF UNIONS REPORTING AGREEMENTS ACCEPTED BY —				Total Number of Unions Having Agreements	Number of Unions Reporting No Agreements	Total Number of Unions Answering Inquiry
	All Firms	More than One-half	One-half or Less	Doubtful or Not Stated			
Transportation — Con.							
<i>Railroads — Con.</i>							
Locomotive firemen,	1	-	-	2	3	3	6
Maintenance of way employees,	3	-	1	1	5	1	6
Railroad employees, <i>n.o.s.</i> ,	4	-	1	3	8	2	10
Station agents and employees,	2	-	-	-	2	3	5
Street and electric railway employees,	7	-	-	5	12	3	15
Trainmen,	7	-	-	7	14	2	16
Others,	1	-	-	1	2	-	2
<i>Teaming.</i>	5	5	1	5	16	6	22
Teamsters,	4	5	1	5	15	5	20
Others,	1	-	-	-	1	1	2
<i>Navigation.</i>	-	-	-	-	-	2	2
Employees,	-	-	-	-	-	2	2
<i>Freight Handling.</i>	3	1	-	2	6	4	10
Freight handlers and clerks,	1	1	-	1	3	3	6
Longshoremen,	2	-	-	-	2	1	3
Others,	-	-	-	1	1	-	1
<i>Telegraphs.</i>	1	-	1	1	3	1	4
Telegraphers, railroad,	1	-	1	1	3	1	4
Woodworking and Furniture.							
<i>Saw and Planing Mill Products.</i>	1	-	-	-	1	2	3
Employees,	1	-	-	-	1	2	3
<i>Cooperage.</i>	2	-	-	1	3	1	4
Coopers,	2	-	-	1	3	1	4
<i>Wood Turning and Carving.</i>	-	-	1	-	1	12	13
Employees,	-	-	1	-	1	12	13
Miscellaneous.							
<i>Barbering.</i>	5	6	-	4	15	8	23
Barbers,	5	6	-	4	15	8	23
<i>Glass and Glassware.</i>	-	-	-	1	1	1	2
Employees,	-	-	-	1	1	1	2
<i>Paper and Paper Goods.</i>	-	-	-	1	1	1	2
Employees,	-	-	-	1	1	1	2
<i>Stationary Enginemen.</i>	2	-	1	8	11	9	20
Stationary engineers,	2	-	-	4	6	4	10
Stationary firemen,	-	-	1	4	5	5	10
<i>Theatres and Music.</i>	8	-	-	2	10	12	22
Musicians,	1	-	-	1	2	11	13
Theatrical stage employees,	7	-	-	1	8	-	8
Others,	-	-	-	-	-	1	1
<i>Water, Light, and Power.</i>	1	-	-	-	1	-	1
Employees,	1	-	-	-	1	-	1
Totals,	178	79	45	116	418	400	818

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909.*

INDUSTRIES AND ORGANIZATIONS.	Localities.	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Building and Stone Working.			
<i>Building Trades.</i>			
Bricklayers, Masons, and Plasterers No. 49,	Great Barrington,	1902	Indefinite
Bricklayers and Plasterers No. 36,	Greenfield,	1908	1910
Bricklayers and Masons No. 10,	Lawrence,	May 1, 1909	May 1, 1910
Bricklayers No. 31,	Lowell,	May 1, 1906	May 1, 1910
Bricklayers, Masons, and Plasterers No. 41,	Newburyport,	1901	May 1, 1910
Bricklayers and Masons No. 32,	Newton,	1908	Indefinite
Bricklayers, Masons, and Plasterers, No. 45,	Woburn,	May 1, 1900	April 1, 1910
Carpenters No. 1046,	Bridgewater,	May 1, 1906	May 1, 1910
Carpenters No. 1372,	Easthampton,	April 1, 1908	April 1, 1910
Carpenters No. 549,	Greenfield,	April 1, 1909	April 1, 1910
Carpenters No. 656 (English),	Holyoke,	March, 1908	May 1, 1910
Carpenters No. 1645,	Hull,	May 1, 1907	April 1, 1910
Carpenters No. 370,	Lenox,	April 1, 1909	March 31, 1910
Carpenters No. 988,	Marlborough,	July 1, 1909	Indefinite
Carpenters No. 193,	North Adams,	April, 1906	Indefinite
Carpenters No. 351,	Northampton,	May 1, 1907	May 1, 1909
Carpenters No. 444,	Pittsfield,	May 1, 1909	May 1, 1910
Carpenters No. 762,	Quincy,	1908	1910
Carpenters No. 846,	Revere,	June 1, 1909	June 1, 1910
Carpenters No. 222,	Westfield,	April 1, 1907	Indefinite
Carpenters No. 991,	Winchester,	1907	May 1, 1910
Electrical Workers No. 223,	Brockton,	Oct. 1, 1909	Indefinite
Electrical Workers No. 633,	Marlborough,	1909	n.s.
Electrical Workers No. 264,	Pittsfield,	Sept. 1, 1908	Sept. 1, 1909
Electrical Workers No. 96,	Worcester,	Sept. 1, 1906	Indefinite
Hoisting and Portable Engineers No. 135,	New Bedford,	July 1, 1909	Indefinite
Hoisting and Portable Engineers No. 108,	Rockport,	April 1, 1908	1911
Housesmiths and Bridgemen No. 7,	Boston,	May 1, 1909	May 1, 1910
Lathers No. 72 (wood, wire, and metal),	Boston,	May 1, 1908	May 1, 1910
Lathers No. 142,	Waltham,	1907	May 1, 1910
Painters, Decorators, and Paperhangers No. 655,	Hyde Park,	1907	Indefinite
Painters, Decorators, and Paperhangers No. 605,	Medford,	April 1, 1905	May 1, 1910
Painters, Decorators, and Paperhangers No. 216,	Milford,	June, 1907	Indefinite
Painters, Decorators, and Paperhangers No. 94,	Pittsfield,	March 1, 1909	March 1, 1910
Painters, Decorators, and Paperhangers No. 1013,	Rockland,	1908	1910
Painters, Decorators, and Paperhangers No. 257,	Springfield,	April 1, 1908	Indefinite
Painters, Decorators, and Paperhangers No. 574,	Taunton,	April 1, 1904	Indefinite
Painters, Decorators, and Paperhangers No. 614,	Westborough,	May 1, 1909	May 1, 1910
Painters, Decorators, and Paperhangers No. 290,	Westfield,	April 1, 1908	Indefinite
Painters, Decorators, and Paperhangers No. 622,	Williamstown,	Oct. 1, 1906	Indefinite
Paperhangers No. 258,	Boston,	1907	Indefinite
Paperhangers No. 483,	Worcester,	April 1, 1909	April 1, 1910
Plasterers No. 10,	Boston,	Sept. 1, 1909	Dec. 31, 1911
Plumbers No. 138,	Beverly,	April 27, 1909	April 27, 1910
Plumbers No. 12,	Boston,	1907	Indefinite
Plumbers and Steamfitters No. 482,	Gloucester,	May 11, 1909	May 3, 1910
Plumbers No. 77,	Lynn,	May 1, 1909	May 1, 1910
Plumbers No. 145,	Malden,	May 1, 1909	May 1, 1910
Plumbers, Steamfitters, and Steamfitters' Helpers No. 64,	Northampton,	Aug. 1, 1909	July 31, 1912
Plumbers, Gasfitters, Steamfitters, and Steamfitters' Helpers No. 275,	Quincy,	May 1, 1901	Indefinite
Plumbers and Steamfitters No. 89,	Springfield,	July 1, 1909	July 1, 1914
Roofers, No. 28,	Brockton,	May 1, 1907	May 1, 1910
Sheet Metal Workers No. 155,	Holyoke,	1903	Indefinite
Sheet Metal Workers No. 217,	Lynn,	Sept. 1, 1909	Sept. 1, 1910
Sheet Metal Workers No. 194,	Worcester,	July 1, 1909	Jan. 1, 1911

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909* — Continued.

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Building and Stone Working — Con.			
<i>Building Trades — Con.</i>			
Sign Writers No. 391,	Boston,	Sept. 7, 1909	April 1, 1911
Steam and Gas Fitters No. 316,	Brookton,	May 1, 1909	May 1, 1910
Steam, Hot Water, and Power Pipe Fitters and Helpers No. 20,	Holyoke,	May 1, 1903	Indefinite
Steamfitters and Helpers No. 277,	Lynn,	May 1, 1909	May 1, 1910
Stonemasons No. 8,	Holyoke,	1906	Indefinite
<i>Building and Street Labor.</i>			
Building Laborers No. 4,	Worcester,	July 28, 1909	July, 1910
Building Laborers No. 44 (Italian),	Worcester,	July 28, 1909	July, 1910
Plasterers' Tenders No. 151,	Somerville,	Jan., 1909	1910
<i>Stone Working.</i>			
Granite Cutters,	Chelmsford,	1907	1911
Granite Cutters,	Chester,	May 1, 1905	Indefinite
Granite Cutters,	Fall River,	May 1, 1907	Indefinite
Granite Cutters,	Fitchburg,	May 15, 1904	Indefinite
Granite Cutters,	Gloucester,	March, 1905	March, 1911
Granite Cutters,	Lawrence,	March 1, 1908	March 1, 1911
Granite Cutters,	Lowell,	May 1, 1905	Indefinite
Granite Cutters,	Lynn,	April 1, 1909	April 1, 1913
Granite Cutters,	Quincy,	March 1, 1908	March 1, 1911
Granite Cutters,	Taunton,	March 1, 1907	Indefinite
Granite Cutters,	Westford,	April 1, 1904	April 1, 1910
Granite Cutters,	Worcester,	May 1, 1909	May 1, 1912
Granite Polishers,	Quincy,	March 1, 1908	March 1, 1911
Paving Cutters No. 63,	Fall River,	May 1, 1909	April 30, 1910
Paving Cutters No. 52,	Gloucester,	March 1, 1908	March 1, 1911
Paving Cutters No. 67,	New Bedford,	April 15, 1909	April 15, 1910
Paving Cutters No. 53,	Rockport,	Feb. 29, 1908	March 1, 1911
Quarry Workers No. 98,	Chelmsford,	May 1, 1909	March 1, 1911
Quarry Workers No. 30,	East Longmeadow,	1908	1911
Quarry Workers No. 71,	Milford,	April 1, 1908	April 1, 1912
Quarry Workers No. 88 (Derrickmen),	Milford,	April 1, 1908	April 1, 1912
Quarry Workers No. 47,	Quincy,	April 22, 1908	March 1, 1911
Quarry Workers No. 86,	Rockport,	March 1, 1907	March 1, 1911
Tool Sharpeners No. 1,	Quincy,	March 1, 1908	March 1, 1911
Clothing.			
<i>Boots and Shoes.</i>			
Boot and Shoe Workers No. 143 (Mixed),	Braintree,	Jan. 1, 1902	Indefinite
Boot and Shoe Workers No. 357,	Bridgewater,	Aug. 6, 1909	July 10, 1910
Boot and Shoe Workers No. 205 (Mixed),	Lynn,	1900	Indefinite
Boot and Shoe Workers No. 59 (Mixed),	Marlborough,	Nov. 6, 1909	Nov. 6, 1910
Boot and Shoe Workers No. 238 (Mixed),	New Bedford,	March 1, 1906	March 1, 1910
Boot and Shoe Workers No. 122 (Mixed),	Randolph,	May, 1900	May, 1910
Boot and Shoe Workers No. 278 (Mixed),	Webster,	1906	1911
Boot and Shoe Workers No. 31 (Mixed),	Whitman,	1908	Indefinite
Boot and Shoe Cutters and Lady Stitchers Assembly No. 1552,	Chelsea,	Oct. 3, 1909	Oct. 3, 1912
Boot and Shoe Cutters Assembly No. 2087,	Haverhill,	Sept., 1909	Sept., 1910
Cutters No. 191 (B. & S. W.),	Haverhill,	Oct., 1909	Oct., 1910
Boot and Shoe Cutters Assembly No. 3662,	Lynn,	n.s.	Indefinite
Cutters No. 99,	Lynn,	1900	Indefinite
Shoe Cutters No. 163,	North Adams,	1901	May, 1910
Cutters No. 456,	Whitman,	Oct. 28, 1909	Indefinite
Edgemakers No. 436 (B. & S. W.),	Haverhill,	1899	Indefinite
Edgemakers Independent No. 2,	Salem,	1908	Indefinite
Edgemakers No. 425,	Whitman,	1909	1910
Goodyear Operators No. 289,	Lynn,	1900	Indefinite

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909 — Continued.*

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Clothing — Con.			
<i>Boots and Shoes — Con.</i>			
Grain Counter Workers No. 1,	Lynn,	May 2, 1907	May 2, 1910
Lasters No. 12 (U. S. W.),	Beverly,	1909	Indefinite
Lasters No. 26 (B. & S. W.),	Haverhill,	1907	1911
Lasters No. 1 (U. S. W.),	Lynn,	n.s.	Indefinite
Lasters No. 32,	Lynn,	1900	Indefinite
Lasters No. 27,	New Bedford,	1907	1911
Lasters No. 165 (B. & S. W.),	North Adams,	Nov., 1908	Indefinite
Lasters No. 69,	Whitman,	1903	Indefinite
Shoe Packers No. 287 (B. & S. W.),	Haverhill,	1907	Indefinite
Shoe Workers No. 15 (U. S. W.),	Chelsea,	Sept. 8, 1908	Sept. 8, 1911
Shoe Workers Association,	Chelsea,	1909	n.s.
<i>Sole Leather Cutters and Sorters No. 453 (B. & S. W.),</i>			
	Haverhill,	1909	1910
Sole Leather Workers No. 341 (B. & S. W.),	Haverhill,	1907	Indefinite
Solefasteners and Roughrounders No. 111,	Brockton,	n.s.	Indefinite
Stitchers No. 6 (B. & S. W.),	Haverhill,	1909	Indefinite
Stitchers No. 108 (B. & S. W.),	Lynn,	1900	Indefinite
Stitchers No. 129,	Whitman,	July 25, 1908	Indefinite
Stockfitters No. 297,	North Adams,	1907	1910
Treers No. 36,	Brockton,	1898	Indefinite
Treers, Dressers, and Packers No. 105,	Whitman,	1906	Indefinite
Turn Workmen No. 2 (B. & S. W.),	Haverhill,	March 1, 1909	March 1, 1910
<i>Garments.</i>			
Coat Makers No. 1,	Boston,	1904	Indefinite
Ladies Tailors and Dressmakers No. 36,	Boston,	Sept. 15, 1909	March 15, 1910
Overall Workers No. 124,	North Brookfield,	Aug., 1909	Indefinite
Pants Makers No. 173,	Boston,	1904	Indefinite
Tailors No. 400,	Fitchburg,	Oct. 1, 1906	Oct. 1, 1910
Tailors No. 245,	Holyoke,	1907	Indefinite
Tailors No. 244,	Lawrence,	1901	Indefinite
Tailors No. 103,	Lowell,	n.s.	Indefinite
Tailors No. 295,	Pittsfield,	Sept. 3, 1906	Indefinite
<i>Hats, Caps, and Furs.</i>			
Cloth Hat and Cap Makers No. 38,	Boston,	Nov. 15, 1909	Nov. 15, 1910
Hatters No. 5,	Boston,	June, 1909	June, 1910
Hatters No. 6,	Boston,	June, 1909	June, 1910
Hat Trimmers Association,	Boston,	June, 1909	June, 1910
<i>Shirts, Collars, and Laundry.</i>			
Laundry Workers No. 144,	Haverhill,	May 1, 1909	May 1, 1910
Laundry Workers No. 80,	Medway,	1908	Sept. 1, 1909
Food, Liquors, and Tobacco.			
<i>Food Products.</i>			
Bakers No. 7,	Boston,	1908	May 1, 1910
Bakers No. 45 (Hebrew),	Boston,	May 1, 1909	May 1, 1910
Bakers No. 180,	Brockton,	1900	Indefinite
Bakers No. 96,	Holyoke,	April 30, 1909	May 3, 1910
Bakers No. 182,	Lynn,	May 1, 1908	April 30, 1910
Bakers No. 183,	Lynn,	1908	May 1, 1909
Bakers No. 95,	New Bedford,	May 1, 1909	May 1, 1910

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909 — Continued.*

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Food, Liquors, and Tobacco — Con.			
<i>Food Products — Con.</i>			
Bakers and Confectionery Workers No. 277,	Salem, . . .	May 1, 1909	April 30, 1910
Bakers No. 54,	Taunton, . . .	June 1, 1909	June 1, 1910
Meat Cutters and Butcher Workmen No. 162, .	Cambridge, . .	1902	Indefinite
<i>Liquors.</i>			
Beer Drivers No. 117,	Lowell,	May 1, 1902	May 1, 1910
Bottlers and Drivers No. 122,	Boston,	March 1, 1909	March 1, 1911
Bottlers and Drivers No. 119,	Lawrence, . . .	May, 1909	April, 1912
Brewery Workmen No. 14,	Boston,	April 1, 1909	April 1, 1911
Brewery Workmen No. 29,	Boston,	March 1, 1908	March 1, 1911
Brewery Workers No. 137,	Fall River, . . .	June, 1908	Indefinite
Brewery Workmen No. 125,	Lawrence, . . .	April 1, 1909	April 1, 1912
Brewery Workmen No. 318,	Lowell,	May 1, 1907	May 1, 1910
Brewery Workmen No. 197,	New Bedford, . .	May 1, 1907	May 1, 1910
Brewery Workmen No. 99,	Springfield, . .	April 1, 1907	April 1, 1910
Brewery Workmen No. 136,	Worcester, . . .	May, 1909	May, 1910
<i>Tobacco.</i>			
Cigar Makers No. 65,	Lynn,	July 2, 1909	Indefinite
Cigar Makers No. 160,	Milford,	July 2, 1906	Indefinite
Cigar Makers No. 28,	Westfield, . . .	1902	Indefinite
Leather and Rubber Goods.			
<i>Leather and Leather Goods.</i>			
Base Ball Makers No. 10929,	Springfield, . .	1905	1912
Leather Workers on Horse Goods No. 105, .	Boston,	April 1, 1909	April 1, 1910
Leather Workers No. 3,	Lowell,	n.s.	April 1, 1910
<i>Rubber and Gutta Percha Goods.</i>			
Elastic Goring Weavers,	Brockton, . . .	1886	Indefinite
Metals, Machinery, and Shipbuilding.			
<i>Iron and Steel Trades.</i>			
Blacksmiths No. 216,	Brockton, . . .	July 6, 1909	July 6, 1910
Blacksmiths No. 285,	Fitchburg, . . .	Aug. 7, 1909	Indefinite
Blacksmiths No. 441,	Norwood,	May, 1908	Indefinite
Boiler Makers: Shawmut Lodge No. 250, . .	Boston,	1908	Jan. 1, 1910
Boiler Makers: Boston Lodge No. 431, . .	Boston,	May 1, 1907	Indefinite
Boiler Makers: University City Lodge No. 515, .	Cambridge, . . .	Nov. 1, 1907	Nov. 30, 1909
Boiler Makers and Iron Ship Builders No. 517, .	Greenfield, . . .	Nov. 1, 1909	Nov. 1, 1910
Boiler Makers and Helpers: Norwood Lodge No. 9,	Norwood,	1908	Indefinite
Coremakers No. 423,	Boston,	1907	Indefinite
Die and Cutter Makers No. 304,	Lynn,	1906	Indefinite
Cutting Die and Cutter Makers No. 301, . .	Worcester, . . .	n.s.	Indefinite
Horseshoers No. 140,	Leominster, . . .	1906	Indefinite
Horseshoers No. 35,	Lynn,	May 1, 1909	May 1, 1910
Horseshoers No. 31,	Worcester, . . .	May 1, 1909	May 1, 1910
Machinists: Athol Lodge No. 750,	Athol,	Aug. 1, 1907	Indefinite
Machinists No. 264,	Boston,	1905	Indefinite
Machinists No. 176,	Brockton,	1903	Indefinite
Machinists No. 481,	Greenfield, . . .	Shop, 1905 Railroad, 1907	Indefinite
Machinists No. 391,	Hyde Park, . . .	May 1, 1907	Indefinite
Machinists: Berkshire Lodge No. 435, . .	Pittsfield, . . .	Feb. 24, 1909	Feb. 24, 1910
Machinists: Amity Lodge No. 700,	Springfield, . .	Jan. 21, 1907	Indefinite
Iron and Brass Molders No. 106,	Boston,	1906	Indefinite
Iron Molders No. 462,	Plymouth, . . .	1909	n.s.
Iron Molders No. 167,	Springfield, . .	1906	Indefinite

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909 — Continued.*

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Metals, Machinery, and Shipbuilding — Con.			
<i>Iron and Steel Trades — Con.</i>			
Iron Molders No. 70,	Wakefield, . . .	Jan. 1, 1909	Jan. 1, 1910
Iron Molders No. 102,	Waltham, . . .	June 4, 1907	Indefinite
<i>Miscellaneous Metal Trades.</i>			
Brass Workers No. 65,	Williamsburg, . .	May 16, 1906	May 16, 1910
Metal Polishers, Buffers, and Platers No. 95,	Boston, . . .	Oct. 1, 1909	April 1, 1911
Metal Polishers and Buffers No. 292,	Southbridge, . .	March 4, 1906	March 4, 1910
<i>Ship Building.</i>			
Ship Machinery and Derrick Riggers No. 10315,	Boston, . . .	1906	Indefinite
Printing and Allied Trades.			
<i>Printing and Publishing.</i>			
Typographical No. 13,	Boston, . . .	n.s.	Indefinite
Typographical No. 224,	Brockton, . . .	Jan. 1, 1908	Dec. 31, 1910
Typographical No. 61,	Cambridge, . . .	1903	Indefinite
Typographical No. 161,	Fall River, . . .	Dec. 7, 1907	Indefinite
Typographical No. 623,	Fitchburg, . . .	Dec. 13, 1909	Dec. 13, 1912
Typographical No. 243,	Holyoke, . . .	Jan. 1, 1909	Dec. 31, 1909
Typographical No. 51,	Lawrence, . . .	Jan. 1, 1908	Jan. 1, 1910
Typographical No. 310,	Lowell, . . .	Feb. 13, 1908	Indefinite
Typographical No. 120,	Lynn, . . .	Sept., 1909	1912
Typographical No. 276,	New Bedford, . .	Jan. 27, 1905	Jan. 27, 1910
Typographical No. 216,	Springfield, . .	April 1, 1909	April 1, 1910
Typographical No. 319,	Springfield, . .	May 1, 1907	May 1, 1912
Typographical No. 165,	Worcester, . . .	Sept. 1, 1909	Sept. 1, 1910
Newspaper Mailers No. 1,	Worcester, . . .	Nov., 1909	Indefinite
Newspaper Mailers No. 1,	Boston, . . .	1905	Indefinite
<i>Bookbinding and Blankbook Making.</i>			
Franklin Association No. 18 (Pressfeeders and Helpers),	Boston, . . .	1905	Indefinite
Printing Pressmen No. 67,	Boston, . . .	June 1, 1907	June 1, 1910
Pressmen No. 3 (Web),	Boston, . . .	June 1, 1907	June 1, 1910
Printing Pressmen No. 102,	Boston, . . .	Oct., 1906	Indefinite
Printing Pressmen No. 109,	Brockton, . . .	Jan. 1, 1908	Jan. 1, 1910
Printing Pressmen No. 35,	Lowell, . . .	Nov. 1, 1907	Nov. 1, 1911
Printing Pressmen No. 35,	Norwood, . . .	Jan. 1, 1908	Indefinite
<i>Bookbinding and Blankbook Making.</i>			
Bindery Women's Union No. 56,	Boston, . . .	1898	Indefinite
<i>Lithographing and Engraving.</i>			
Photo-engravers No. 33,	Springfield, . .	April, 1906	April, 1909
Stereotypers No. 2,	Boston, . . .	1904	Indefinite
Stereotypers No. 52,	Fall River, . . .	1908	Indefinite
Restaurants and Trade.			
<i>Hotels and Restaurants.</i>			
Bartenders No. 93,	Haverhill, . . .	1906	Indefinite
Bartenders No. 90,	Lawrence, . . .	1907	Indefinite
Bartenders No. 86,	Lynn, . . .	1906	Indefinite
Bartenders No. 742,	Southbridge, . .	Jan., 1908	Indefinite
Bartenders No. 82,	Westfield, . . .	Feb. 15, 1897	Indefinite
Cooks and Waiters No. 226,	Boston, . . .	1909	Jan. 1, 1911
Hotel and Restaurant Employees No. 161,	Brockton, . . .	Sept. 13, 1909	Sept. 12, 1910
Hotel and Restaurant Employees No. 329,	Lynn, . . .	May 1, 1909	May 1, 1910
<i>Trade.</i>			
Drug Clerks No. 143,	Boston, . . .	1901	Indefinite
Dry Goods Clerks No. 605,	Brockton, . . .	April, 1909	Dec. 31, 1914
Grocery and Provision Clerks Independent Union,	Lynn, . . .	Nov. 1, 1909	Nov. 1, 1910

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909* — Continued.

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Restaurants and Trade — Con.			
<i>Trade — Con.</i>			
Retail Clerks No. 655,	Athol,	Jan. 1, 1909	Dec. 31, 1909
Retail Clerks No. 539,	Boston,	April, 1902	April, 1910
Retail Clerks No. 88,	Chelsea,	1909	1911
Retail Clerks No. 175,	Lynn,	1901	Indefinite
Textiles.			
<i>Cotton Goods.</i>			
Card Room Protective No. 32,	Fall River,	1906	Indefinite
Loomfixers No. 35,	Fall River,	May 27, 1907	Indefinite
Weavers No. 1,	Fall River,	May, 1908	Indefinite
Slasher Tenders No. 51,	Fall River,	1895	Indefinite
<i>Woolen and Worsted Goods.</i>			
Carpet Weavers Association,	Worcester,	Jan. 1, 1909	n.s.
Woolsorters No. 3,	Lawrence,	1904	Indefinite
Transportation.			
<i>Railroads.</i>			
Car and Locomotive Painters No. 338,	Norwood,	May 1, 1908	Indefinite
Car Upholsterers No. 118,	Boston,	1908	Indefinite
Car Workers: Boston Lodge No. 55,	Boston,	Sept. 22, 1909	Sept. 22, 1910
Car Workers: Bay State Lodge No. 27,	Fitchburg,	Sept. 22, 1909	Indefinite
Car Workers: Greenfield Lodge No. 109,	Greenfield,	Sept. 22, 1909	Indefinite
Car Workers: City of Homes Lodge No. 185,	Springfield,	May 1, 1908	May 1, 1909
Locomotive Cleaners and Wipers No. 12752,	Boston,	April, 1909	Indefinite
Locomotive Engineers: Boston Division No. 61,	Boston,	1907	Indefinite
Locomotive Engineers: Deerfield Valley Division No. 112,	Greenfield,	April 1, 1908	Indefinite
Locomotive Engineers No. 63,	Springfield,	Jan., 1907	Indefinite
Locomotive Firemen and Enginemen: Boston Lodge No. 57,	Boston,	July 27, 1907	Indefinite
Locomotive Firemen and Enginemen: Hampden Lodge No. 307,	Springfield,	1907	Indefinite
Locomotive Firemen and Enginemen: No. 474,	Taunton,	July 7, 1907	Indefinite
Machinists: Railroad Lodge No. 567,	Boston,	July 1, 1907	Indefinite
Maintenance of Way Employees No. 120,	Boston,	1909	Indefinite
Maintenance of Way Employees No. 400,	Fitchburg,	June 1, 1909	Indefinite
Maintenance of Way Employees No. 317,	Greenfield,	June, 1909	n.s.
Maintenance of Way Employees: Lowell Lodge No. 85,	Lowell,	June 1, 1909	Indefinite
Maintenance of Way Employees No. 278,	North Adams,	July, 1908	July, 1910
Maintenance of Way Employees: Salem Lodge No. 300,	Salem,	June 1, 1909	Indefinite
Railroad Building Mechanics: Division No. 2,	Salem,	July 1, 1907	Indefinite
Railroad Station Employees: Boston & Maine Division No. 1,	Boston,	Dec. 20, 1909	n.s.
Railroad Station Employees No. 8,	Salem,	Dec. 20, 1909	Dec. 20, 1910
Railroad Trainmen: Boston Lodge No. 97,	Boston,	March 31, 1906	Indefinite
Railroad Trainmen: Bunker Hill Lodge No. 404,	Boston,	March 1, 1907	Indefinite
Railroad Trainmen: City Point Lodge No. 507,	Boston,	March 27, 1907	Indefinite
Railroad Trainmen: Hoosac Tunnel Lodge No. 93,	Fitchburg,	March 1, 1907	Indefinite
Railroad Trainmen: Framingham Lodge No. 236,	Framingham,	March 31, 1906	Indefinite
Railroad Trainmen No. 426,	Greenfield,	March, 1906	Indefinite

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909* — Continued.

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Transportation — Con.			
<i>Railroads — Con.</i>			
Railroad Trainmen: Merrimack Valley Lodge No. 688,	Lawrence,	Aug. 1, 1907	Indefinite
Railroad Trainmen: Spindle City Lodge No. 233,	Lowell,	March 1, 1907	Indefinite
Railroad Trainmen: North Shore Lodge No. 749,	Salem,	March, 1907	Jan. 20, 1910
Railroad Trainmen: City of Homes Lodge No. 622,	Springfield,	March 1, 1907	Indefinite
Railroad Trainmen: Woronoco Lodge No. 335,	Westfield,	Aug. 1, 1907	Indefinite
Railroad Trainmen: Worcester Lodge No. 553,	Worcester,	1908	Indefinite
Railroad Transfer Messengers and Clerks No. 11639,	Boston,	May 1, 1909	April 30, 1911
Roundhouse Employees Assembly No. 1063 (B. & M. R.R.),	Boston,	1907	Indefinite
Railway Carmen: Bay State Lodge No. 102,	Boston,	May, 1907	Indefinite
Railway Clerks: Old Colony Lodge No. 143,	Boston,	Nov. 15, 1909	Nov. 15, 1910
Railway Clerks: Fall River Lodge No. 97,	Fall River,	Nov. 15, 1909	Nov. 15, 1910
Railway Clerks No. 106,	Fitchburg,	July 1, 1906	Indefinite
Railway Clerks No. 194,	Framingham,	Nov. 15, 1909	Indefinite
Railway Clerks No. 128,	Holyoke,	Nov. 15, 1909	Indefinite
Railway Clerks No. 68,	New Bedford,	Nov. 15, 1909	Indefinite
Railway Clerks No. 130,	Springfield,	1909	n.s.
Railway Conductors: Boston Division No. 122,	Boston,	n.s.	Indefinite
Railway Conductors: Bay State Division No. 413,	Boston,	July, 1907	Indefinite
Railway Conductors No. 146,	Fitchburg,	March, 1906	Indefinite
Railway Conductors: Worcester Lodge No. 237,	Worcester,	March 1, 1907	Indefinite
Railway Signalmen: Bunker Hill Lodge No. 6,	Boston,	April 1, 1906	Indefinite
Railway Signalmen: Pioneer Lodge No. 5,	Boston,	July, 1908	Jan. 1, 1910
Steam Railroad Employees Assembly No. 1741 (B. & M. R.R.),	Boston,	July, 1906	Indefinite
Street and Electric Railway Employees No. 235,	Brockton,	Feb. 1, 1909	Oct. 1, 1910
Street and Electric Railway Employees No. 240,	Chelsea,	Oct., 1908	Oct., 1910
Street and Electric Railway Employees No. 373,	Dedham,	Jan. 1, 1909	Oct. 1, 1910
Street and Electric Railway Employees No. 174,	Fall River,	June, 1906	Oct., 1910
Street and Electric Railway Employees No. 270,	Gloucester,	June, 1909	Oct., 1910
Street and Electric Railway Employees No. 503,	Haverhill,	May, 1908	Oct., 1910
Street and Electric Railway Employees No. 261,	Lawrence,	Oct. 1, 1906	Oct. 1, 1910
Street and Electric Railway Employees No. 280,	Lowell,	1906	1910
Street and Electric Railway Employees No. 238,	Lynn,	June, 1906	Oct. 1, 1910
Street and Electric Railway Employees No. 246,	Salem,	1906	Oct. 1, 1910
Street and Electric Railway Employees No. 249,	Wakefield,	1906	Oct., 1910
Street and Electric Railway Employees No. 473,	Woburn,	May 22, 1906	Oct. 1, 1910
<i>Teaming.</i>			
Coal Teamsters and Helpers No. 68,	Boston,	June 1, 1909	June 1, 1910
Coal Teamsters and Helpers No. 117,	Brockton,	1908	Jan., 1910
Coal Teamsters and Helpers No. 198,	Holyoke,	June 8, 1909	June 8, 1910
Coal Teamsters and Helpers No. 314,	Malden,	June 1, 1909	May 31, 1910
Coal Teamsters No. 308,	Worcester,	April 1, 1909	April 1, 1910
Piano and Furniture Movers and Helpers No. 343,	Boston,	May 2, 1907	May 2, 1910
Stablemen and Garagemen No. 367,	Boston,	May 1, 1908	May 1, 1910
Stable Workers Protective No. 10018,	Brockton,	June 1, 1907	June 1, 1910
Teamsters, Handlers, and Talleyemen No. 369,	Boston,	May, 1906	May, 1910
Teamsters No. 193,	Brockton,	1909	1910
Teamsters No. 72,	Lowell,	July, 1904	Jan. 1, 1911
Teamsters Protective No. 42,	Lynn,	Dec. 15, 1909 May 1, 1909 Jan. 1, 1910	1910
Team Drivers No. 305,	Quincy,	1902	Indefinite
Teamsters No. 234,	Salem,	June, 1902	June, 1910

TABLE XVII. — *Working Rules and Other Agreements Reported in Force in 1909* — Concluded.

INDUSTRIES AND ORGANIZATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires
Transportation — Con.			
<i>Freight Handling.</i>			
Coal Hoisting Engineers No. 74,	Boston,	Jan. 1, 1909	Jan. 1, 1910
Freight Handlers Assembly No. 628 (N. Y., N. H. & H. R.R.),	Boston,	1907	Indefinite
Freight Handlers: Grand Junction Assembly No. 1065,	Boston,	May 23, 1909	May 28, 1910
Longshoremen: Noddle Island Assembly No. 5789,	Boston,	Sept. 14, 1909	Sept. 14, 1910
Longshoremen's Provident Union,	Boston,	Sept. 14, 1909	Sept. 14, 1910
Transatlantic Steamship Clerks Assembly No. 1648,	Boston,	April 29, 1908	April 29, 1909
<i>Telegraphs.</i>			
Railroad Telegraphers No. 89,	Boston,	March 20, 1908	Indefinite
Railroad Telegraphers: North Adams Division No. 139,	North Adams,	Dec. 1, 1906	Indefinite
Railroad Telegraphers No. 38,	Springfield,	Nov. 14, 1909	Indefinite
Wooden Manufactures.			
<i>Saw and Planing Mill Products.</i>			
Box Makers No. 201,	Boston,	Oct. 1, 1909	Oct. 1, 1911
<i>Cooperage.</i>			
Coopers No. 89,	Boston,	June 1, 1907	Indefinite
Coopers No. 118,	Worcester,	1906	Indefinite
Miscellaneous.			
<i>Barbers.</i>			
Barbers No. 182,	Boston,	1905	1910
Barbers No. 284,	Fitchburg,	1907	Indefinite
Barbers No. 389,	Framingham,	July 1, 1907	July 1, 1910
Barbers No. 550,	Gardner,	1903	Indefinite
Barbers No. 375,	Gloucester,	1902	Indefinite
Barbers No. 391,	Haverhill,	April 4, 1906	April 4, 1910
Barbers No. 235,	Lawrence,	June, 1906	Indefinite
Barbers No. 126,	North Adams,	Jan., 1909	Dec. 31, 1909
Barbers No. 408,	Rockland,	1909	Indefinite
Barbers No. 385,	Salem,	1902	Indefinite
Barbers No. 33,	Westfield,	Oct. 1, 1907	Indefinite
Barbers No. 186,	Worcester,	1908	1911
<i>Paper and Paper Goods.</i>			
Pulp, Sulphite, and Paper Mill Workers No. 7,	Northampton,	Jan. 1, 1908	Jan. 1, 1911
<i>Stationary Enginemen.</i>			
Steam Engineers No. 16,	Boston,	March, 1909	March, 1914
Steam Engineers No. 73,	Milford,	1908	1912
Steam Engineers No. 79,	Quincy,	1904	April 1, 1911
Steam Engineers No. 78,	Worcester,	May 1, 1908	May 1, 1910
<i>Stationary Firemen.</i>			
Stationary Firemen No. 242,	Boston,	March, 1908	March, 1909
Stationary Firemen No. 88,	Worcester,	Sept. 1, 1909	Sept. 1, 1910
<i>Theatres and Music.</i>			
Musicians Protective Assembly No. 1629,	Boston,	Jan. 1, 1909	Dec. 1, 1909
Musicians Protective No. 216,	Fall River,	Dec. 15, 1909	April 30, 1910
Theatrical Stage Employees No. 149,	Brookton,	Jan., 1908	Indefinite
Theatrical Stage Employees No. 57,	Fall River,	Aug. 31, 1906	Aug. 1, 1911
Theatrical Stage Employees No. 86,	Fitchburg,	Sept., 1909	June, 1910
Theatrical Stage Employees No. 111,	Lawrence,	Sept., 1909	June 10, 1910
Theatrical Stage Employees No. 36,	Lowell,	1904	Indefinite
Theatrical Stage Employees No. 73,	Lynn,	1904	Indefinite
Theatrical Stage Employees No. 131,	New Bedford,	1907	Nov. 18, 1909
Theatrical Stage Employees No. 96,	Worcester,	Sept. 1, 1909	Sept. 1, 1911
<i>Water, Light, and Power.</i>			
Lamplighters No. 11943,	Boston,	Sept. 15, 1908	Feb. 1, 1910

TABLE XVIII. — *Percentage of Membership Idle at the End of Each Quarter, 1908 and 1909: By Localities.*

LOCALITIES.	1908				1909			
	First Quarter (March 31) ¹	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)	First Quarter (March 31)	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)
The State.	17.90	14.41	10.62	13.94	11.42	6.36	4.80	9.36
BOSTON,	16.91	16.09	10.30	15.23	11.78	6.85	4.13	9.18
BROCKTON,	10.94	15.30	11.43	9.73	8.62	7.62	6.44	8.24
CAMBRIDGE,	2—	2—	2—	2—	2—	2—	3.15	7.62
FALL RIVER,	2—	6.22	12.68	5.46	7.14	6.44	7.35	11.56
FITCHBURG,	2—	2—	2—	13.17	—	4.42	2.64	6.05
HAVERTHILL,	2—	9.99	3.14	7.03	4.09	6.47	4.44	1.96
HOLYOKE,	2—	2—	2—	20.36	12.17	2.61	1.45	6.37
LAWRENCE,	38.90	17.27	14.56	14.34	7.78	5.54	3.07	16.74
LOWELL,	32.81	8.35	10.02	12.59	14.24	7.12	11.00	8.76
LYNN,	4.04	19.34	5.31	7.26	5.38	8.06	7.49	6.97
NEW BEDFORD,	43.54	15.39	13.18	39.87	12.25	14.17	7.88	13.40
QUINCY,	2—	2—	2.53	3.99	5.43	1.53	2.34	9.12
SALEM,	2—	2—	2—	8.67	17.78	11.40	12.50	7.29
SPRINGFIELD,	2—	5.82	3.03	12.44	7.36	2.33	2.66	6.24
TAUNTON,	2—	2—	5.11	2—	23.15	4.98	2.38	33.74
WORCESTER,	11.11	13.97	8.35	11.76	6.28	3.71	2.96	7.56
Other cities and towns,	26.57	10.92	14.93	13.34	16.21	4.05	3.66	9.44

¹ See note following Table VI on page 315.² Included under "Other cities and towns" for the quarter specified.TABLE XIX. — *Percentage of Membership Idle: By Industries. Comparative Statement by Quarters, 1908 and 1909.*

INDUSTRIES.	1908				1909			
	First Quarter (March 31) ¹	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)	First Quarter (March 31)	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)
Building and Stone Working.	24.86	17.76	9.16	22.99	20.66	6.22	3.01	19.88
Building trades,	25.20	18.30	9.34	21.21	18.49	4.98	3.09	17.78
Stone working trades,	29.98	3.56	3.29	16.90	5.25	6.32	2.59	30.23
Paving trades,	65.75	0.00	—	—	—	—	—	—
Building and street labor,	13.94	43.24	17.75	53.88	42.84	20.25	2.58	35.00
Clothing.	8.91	20.81	17.68	7.73	12.02	8.12	6.63	4.60
Boots and shoes,	8.04	18.21	17.14	6.37	12.78	7.99	7.12	3.33
Hats, caps, and furs,	75.00	43.24	40.00	68.75	9.50	0.00	2.05	10.53
Garments,	25.81	42.93	23.04	25.08	4.61	10.28	1.23	13.84
Shirts, collars, and laundry,	17.00	—	2.63	1.61	2.13	2.52	0.00	0.00
Food, Liquors, and Tobacco.	11.00	7.04	9.21	23.75	11.77	2.90	7.48	8.56
Food products,	9.09	11.01	2.50	7.56	6.18	4.73	8.72	8.46
Liquors,	3.21	10.42	8.60	9.00	9.94	6.51	9.88	11.06
Tobacco,	15.65	4.84	10.41	40.62	13.64	0.79	5.50	6.76
Leather and Rubber Goods.	21.29	3.94	1.48	8.62	31.58	15.90	24.24	2.58

¹ See note following Table VI on page 315.


TABLE XIX.—*Percentage of Membership Idle: By Industries. Comparative Statement by Quarters, 1908 and 1909—Concluded.*

INDUSTRIES.	1908				1909			
	First Quarter (March 31) ¹	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)	First Quarter (March 31)	Second Quarter (June 30)	Third Quarter (September 30)	Fourth Quarter (December 31)
Metals, Machinery, and Shipbuilding.	16.38	19.04	15.09	17.43	10.17	7.71	4.25	11.07
Iron and steel manufacture,	16.58	17.81	16.03	16.27	9.81	7.63	3.51	10.92
Miscellaneous metal trades,	12.50	9.27	8.45	21.37	8.64	6.99	6.55	11.61
Shipbuilding,	—	53.28	4.20	31.67	22.33	20.00	20.31	14.13
Paper and Paper Goods.	0.00	0.00	87.77	1.37	0.00	2.50	3.39	0.00
Printing and Allied Trades.	8.98	10.48	12.57	9.37	6.42	5.57	4.37	6.34
Printing and publishing,	8.49	8.35	7.87	6.06	4.95	4.91	3.95	3.92
Book binding and blank-book making,	21.88	41.41	64.03	61.90	40.00	23.89	16.32	1.37
Stereotyping, electrotyping, and photo-engraving,	13.00	4.42	10.12	5.69	2.46	0.45	1.32	2.43
Public Employment.	77.58	5.70	6.82	12.71	20.09	1.71	1.49	11.68
Restaurant and Retail Trade.	4.29	13.43	5.87	7.59	7.60	10.85	8.65	11.36
Hotels and restaurants,	5.67	17.36	8.00	12.41	12.22	14.88	11.24	14.35
Retail trade,	3.54	3.05	2.76	2.94	3.13	4.41	2.11	2.26
Textiles.	43.92	13.56	15.52	20.86	6.72	6.94	5.12	12.57
Cotton goods,	43.31	14.37	15.63	22.17	7.24	7.15	5.77	8.37
Woolen goods,	48.13	6.94	14.87	5.65	1.60	0.00	0.91	46.70
Other textiles,	—	16.67	0.00	7.56	6.58	5.61	4.21	2.76
Transportation.	13.28	8.90	4.75	5.69	4.37	3.73	2.87	2.24
Railroads,	6.53	5.85	2.36	2.80	2.29	2.02	1.74	1.86
Teaming,	18.54	6.70	9.43	11.44	14.87	2.28	7.41	1.68
Navigation,	—	36.67	30.51	17.01	1.32	9.70	8.00	16.82
Freight handling,	4.35	22.07	11.50	3.90	4.90	10.04	2.55	2.50
Telegraphs and telephones,	1.90	1.14	0.67	1.42	0.96	1.04	0.62	0.84
Woodworking and Furniture.	23.31	27.27	9.38	15.23	10.25	5.71	3.57	24.76
Miscellaneous.	11.18	13.35	4.42	6.51	4.43	9.62	5.19	4.03
Glass and glassware,	20.00	10.26	10.26	92.92	2.61	1.82	1.87	99.10
Stationary enginemen,	15.71	5.57	5.07	3.39	3.04	2.68	3.61	1.41
Theatres and music,	21.86	49.72	4.00	8.79	8.62	29.23	10.23	5.11
Barbering,	2.30	3.60	3.40	4.20	2.77	1.70	1.91	2.96
Totals,	17.90	14.41	10.62	13.94	11.42	6.36	4.80	9.36

¹ See note following Table VI on page 315.

SPECIMEN FORMS OF INQUIRY TO OFFICIALS OF LABOR ORGANIZATIONS.

1. SCHEDULE SENT TO SECRETARIES OF INTERNATIONAL LABOR ORGANIZATIONS.



The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

CHARLES F. GETTEMY
DIRECTOR

INTERNATIONAL LABOR ORGANIZATIONS.

- 1. Name of International Organization,.....
- 2. Name and Address of International Secretary,.....
- 3. Title of Official Journal,.....
(If none is published, kindly write "None.")
- 4. Place and date of **last** convention,.....
- 5. Place and date of **next** convention,.....
- 6. Total number of chartered locals,.....
- 7. Total number of chartered locals in Massachusetts,.....
- 8. Total membership of chartered locals in Massachusetts,.....
- 9. Local unions in Massachusetts affiliated with the International:
(The list may be written in below or enclosed separately if more convenient.)

NAME AND NUMBER OF LOCAL	CITY OR TOWN WHERE LOCATED	NAME OF LOCAL SECRETARY	ADDRESS OF LOCAL SECRETARY
.....
.....

10. If any local unions in Massachusetts have disbanded since.....,
kindly give names of such locals, stating also the cause and date of their disbanding.

NAME AND NUMBER OF LOCAL	CITY OR TOWN	DATE OF DISBAND- ING	CAUSE OF DISBAND- ING
.....
.....

This Bureau would be pleased to receive a copy of your Constitution and By-laws as last amended, and also a copy of your last convention report.

Information supplied by.....

Date..... Official position,.....

2 (a). SCHEDULE SENT TO DELEGATE LABOR ORGANIZATIONS.

DELEGATE LABOR ORGANIZATIONS.

Report for..... (date)

NOTICE. — The Bureau is desirous that each question be answered or that the reason for not doing so be stated in each case in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE" this word should be written in order that we may know that the question has been considered by you.

TRADE UNION DIRECTORY.

To be filled out by Secretary.

Kindly make any necessary corrections.

1. What territory is included within the jurisdiction of your organization?.....
2. Official name of organization?.....
3. Date of organization?.....
4. With what International Union is your organization affiliated?.....
5. With what other organizations is your organization affiliated?.....

Name of Organization.

Date of Affiliation.

- | | |
|-------|-------|
| | |
| | |
| | |
6. Place of meeting.....
 7. Time of meeting.....
 8. Address of business office..... Telephone number.....
 9. Name and address of president.....
 10. Name and address of recording secretary.....
 11. Name and address of financial secretary.....
 12. Name and address of business agent.....
 13. When does the next election of officers occur?.....
 14. What dues do the local affiliated unions pay to your organization? \$....per.....
 15. If your organization has a printed constitution or by-laws, will you kindly enclose a copy?

AGREEMENTS.

It is desired that only such agreements be reported as may have been adopted by your organization in behalf of two or more local unions directly affiliated with your organization.

16. Does your organization negotiate with employers or employers' associations for agreements or working rules in behalf of the local unions affiliated with your organization?..... If so, kindly answer the following inquiries:
17. In what year did your organization make its first written agreement with employers?.....
18. When did your present written agreement go into effect?.....
19. When does this agreement expire?.....
20. How many firms have adopted this agreement?.....
21. How many firms which employ persons eligible to join the union have not signed this agreement?.....
22. If your organization has adopted a new trade agreement since....., will you kindly enclose a copy?

2 (b). SCHEDULE SENT TO DELEGATE LABOR ORGANIZATIONS.

DELEGATE LABOR ORGANIZATIONS.

Report for.....(date).....

TRADE UNION DIRECTORY.

In order that the Trade Union Directory issued annually by this Bureau may include all the local labor organizations in the State, kindly fill out the following form:

23. Name of organization.....

24. Number of delegates in your organization.....

25. Number of local unions affiliated with your organization.....

26. LOCAL UNIONS AFFILIATED.

[illegible]

DATE.....

Information supplied by.....

Official position.....

Address.....

3 (a). SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.

Information for the use of the Labor Division, Bureau of Statistics, State House, Boston.

LOCAL LABOR ORGANIZATIONS.

NOTICE. — The Bureau is desirous that each question be answered or that the reason for not doing so be stated in each case in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE" this word should be written in order that we may know that the question has been considered by you.

TRADE UNION DIRECTORY.

- 1. Name and local number of union.....
- 2. City or town where union is located.....
- 3. Name and address of recording secretary.....
- 4. Name and address of financial secretary.....
- 5. Name and address of business agent.....

DUES, BENEFITS, ETC.

- 6. What are the dues of your local union? \$.....per.....
- 7. What is the initiation fee?.....
- 8. What is the reinstatement fee?.....
- 9. From what other sources does your local union derive revenue?.....
- 10. Are the benefits paid by your local union paid from the general fund or from a special benefit fund?.....

11. Form of Benefits Paid during the Year Ending.....1900	Number of Local Members Receiving Benefits	Total Payments to Local Members from your Local Treasury	Total Payments to Local Members from your Inter- national Treasury	Total Payments to Local Members from Local and Inter- national Treasuries
		\$	\$	\$
(a) Sick benefits				
(b) Accident benefits				
(c) Death or funeral benefits (members)				
(d) Death or funeral benefits (members' wives)				
(e) Out-of-work benefits (not including strike)				
(f) Strike benefits				
(g) Other benefits (specify)				
TOTALS,		\$	\$	\$

3 (b). SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.

LOCAL LABOR ORGANIZATIONS

WAGES AND HOURS OF LABOR

12. Kindly state the union rates of wages for each branch of trade or occupation pursued by members of your organization; also state the rates of wages which were in effect December 31, 1908. If working by the piece, kindly enclose union schedule of piece-rates.

TRADE OR OCCUPATION.	SCALE OF WAGES IN EFFECT --		Weekly HOURS OF LABOR		IF ANY CHANGE TOOK PLACE IN 1909, STATE NUMBER OF MEMBERS AFFECTED	
	December 31, 1909	December 31, 1908	December 31, 1909	December 31, 1908	Males	Females
	\$ per	\$ per				
.....						
.....						

13. When did the present rate of wages go into effect?
14. When did your present schedule of hours of labor go into effect?
15. Was the above change, if any, granted after strike or without strike?
16. Underline the method by which the change was arranged: (a) At request of employees. (b) At request of a trade union. (c) By arbitration. (d) Voluntary change unsolicited by employees.
17. What are the regular hours of labor on each day except Saturday and Sunday?
- On Saturday? On Sunday?
18. (a) Do the members of your union have a weekly half-holiday?
- (b) If so, on what day of the week does it occur?
- (c) During what months of the year is the half-holiday granted?

ACREEMENTS

19. Does your **local union** negotiate with employers or employers' associations for agreements or working rules?
- If so, will you kindly answer the following inquiries:
20. In what year did your **local union** make its first written agreement with employers?
21. When did your present written agreement go into effect?
22. When does this agreement expire?
23. How many firms have adopted this agreement?
24. How many firms which employ persons eligible to join the union have not signed this agreement?
25. If your **local union** has adopted a new trade agreement since December 31, 1908, will you kindly enclose a copy?

CONSTITUTION AND BY-LAWS

26. The latest copy of the Constitution and By-laws of your local union on file is dated was received
- If you have a later edition will you kindly enclose a copy. (The constitution and by-laws are desired for office use only and are not open to public inspection.)

DATE.....

Information supplied by.....

Official position.....

Address.....

4. SCHEDULE SENT QUARTERLY TO SECRETARIES OF
LOCAL LABOR ORGANIZATIONS.

REPORT FOR _____ File No _____
(date)

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is “**NONE**” this word should be written in so that we may know that the question has been answered by you. Remarks with reference to any question may be written on the reverse side of this slip.

- 1. City or town where your organization is located.....
- 2. Name and local number of your organization.....
- 3. Occupation or kind of work done.....

EMPLOYMENT AND MEMBERSHIP

4. How many members of your local organization were idle on the date specified above?

-
- a. Number idle on account of lack of work or material, Men.....Women.....
 - b. Number idle on account of weather, Men.....Women.....
 - c. Number idle on account of strike or lockout, Men.....Women.....
 - d. Number idle on account of sickness, accident, or old age, Men.....Women.....
 - e. Number idle on account of other reasons, { Men.....Women.....
Specify reasons, { Men.....Women.....
 - f. Total number idle on the date specified, Men.....Women.....

5. **Total membership of local organization** on the date
specified above, Men.....Women.....

.....
(Signature of Secretary or other union official supplying the above information.)

Date.....
.....
(Official position.)

.....
(Address.)

APPENDIX I.

INTERNATIONAL TRADE UNION STATISTICS.

In the New York Labor Bulletin for September, 1909, there appeared an extended article on "International Trade Union Statistics," prepared by the State Bureau of Labor Statistics, containing "the latest statistics available concerning trade unions in the principal countries of the world." The following table presented in that article¹ shows the standing of the several countries for which any figures were available as to trade union membership:

COUNTRIES.	Dates	Sources of Information	Aggregate ² Membership
United States and Canada,	1908	Estimated	2,500,000
United Kingdom,	Jan. 1, 1908	Government	2,406,746
Germany,	(Av'ge) 1908	Unions	2,382,401
France,	Jan. 1, 1908	Government	957,102
Austria,	1908	Unions	482,274
New York,	March, 1909	Government	367,093
Russia,	1907	Unions	246,272
Sweden,	1907	Unions	186,226
Belgium,	1907	Unions	181,015
Massachusetts, ¹	1908	Government	162,373
Australia,	1907	Government	130,320
Hungary,	1907	Unions	130,192
Switzerland,	1908	Unions	129,319
Denmark,	1907	Unions	90,806
The Netherlands,	Jan. 1, 1909	Unions	57,971
Norway,	1907	Unions	39,070
Spain,	March, 1908	Unions	32,612
New Zealand,	1908	Government	27,640
Finland,	1907	Unions	25,197
Bulgaria,	1907	Unions	10,000

¹ This Bureau has added to the table prepared by the New York Bureau the figures for Massachusetts. These figures were not available at the time this table was prepared by the New York Bureau.

² The figures for the United States and Canada are crudely estimated. The figures for Belgium, Denmark, Norway, Spain, Finland, and Bulgaria are borrowed from the report for 1907 of the international secretary of trade unions (Berlin). Australian figures represent registered unions only.

The aggregate membership of labor organizations in the United States and Canada was estimated at 2,500,000, and the following

table was presented showing the membership of those unions for which the information was available:

American Federation of Labor (average, 1908),	1,586,885
Railway employees: ¹	
Carmen (June, 1909),	18,522
Conductors (January, 1909),	38,358
Engineers (January, 1909),	56,403
Firemen (January, 1909),	63,410
Trainmen (January, 1909),	101,000
	<hr/>
	277,693
Bricklayers and masons,	68,000

With reference to the estimate for the United States and Canada placed at 2,500,000, it was stated that, "It is impossible to quote figures concerning trade union membership for the United States and Canada separately, most of the general organizations having jurisdiction over both countries and making no separation of the figures for each in their general statistics as published. Nor is it possible to quote complete figures for the two countries together since several organizations publish no figures at all. Finally, in case of some of those which publish figures, accuracy is not claimed. But for the great bulk of American trade union membership there are some figures available and these are summarized in the table [above]. The figures for the American Federation of Labor are based on the average number of members paying per capita tax to the Federation. The figures for bricklayers and masons and railway carmen were furnished by their national secretaries. The figures for the railroad conductors, engineers, firemen, and trainmen are based on number of members assessed for benefits. The figures [above] total 1,932,578. It will be seen, therefore, that the total above of 2,500,000 for American trade unions assumes a little over 550,000 for all other organizations (or possible understatement in published figures), including the federated organizations of Knights of Labor, American Labor Union, Western Federation of Miners,² and several smaller trade organizations."

¹ Four unions of railroad employees are affiliated with the American Federation of Labor, namely, the car workers, switchmen, telegraphers, and maintenance of way employees; there is one other union of railway employees, namely, that of the railway clerks, but for this no figures are at hand.

² The report of the Colorado Bureau of Labor Statistics for 1903-04 estimated the membership of the Western Federation of Miners at that time at 40,000 to 50,000. No figures for this organization since the disastrous Cripple Creek strike of 1903-04 are available.

APPENDIX II.

THE INTERNATIONAL CONFERENCE OF THE NATIONAL SECRETARIES OF TRADE UNION CENTRES.

This conference was organized at Stuttgart, Germany, in 1902, in recognition of the desirability of establishing a closer bond of unity between the national trade union organizations of the various countries of the civilized world. Resolutions were adopted declaring that such unity could best be fostered by an intimate knowledge of the progress of the movement in the various countries, and all the organizations represented at this conference agreed to forward, annually, to the international secretary, reports on the movement in their respective countries, and the international secretary was instructed to have these reports printed and to forward two copies to every federation.¹ He was also instructed to keep in constant touch with all national centres. At the conference held at Paris in 1909, the secretary reported that "all the European countries of any importance¹ are now affiliated with the international secretariat, with the exception of Russia and the Balkan States. Probably the same will soon be said of the United States of America." The number of affiliated members from whom subscriptions were received in 1908-09 was 3,886,731, which was about 55 per cent of the trade union membership of the countries represented.

An abstract of the statistics presented in the sixth report of the international secretary is given on pages 352 to 355, *post*.

The general purpose of these conferences may best be stated by quoting the resolutions or decisions, adopted at the biennial meetings, and which are in force at the present time (1909).

International Conferences.

The secretaries of the national centres affiliated with the international secretariat, *i.e.*, the delegates nominated by the national trade union centres

¹ The countries represented at the conference of 1909 were Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Denmark, Finland, France, Germany, Hungary, Italy, The Netherlands, Norway, Serbia, Spain, Sweden, Switzerland, and the United Kingdom. Roumania also made application for affiliation.

or elected by the affiliated trade unions, shall hold conferences every two years.

It shall be the object of such conferences to consider the closer union of the trade unions of all countries, uniform trade union statistics, mutual help in economic struggles, and all questions in direct connection with the trade union organization of the workers.

All theoretical questions and those which affect the tendency of the trade union movement in the separate countries will not be discussed. — *Amsterdam, 1905.*

International Relations.

Recognizing that a closer bond of unity should exist between the national trade union organizations of the various countries and that such unity can best be fostered by an intimate knowledge of the progress of the movement in the various countries, the organizations represented at this conference agree to forward an annual report on the movement in their respective countries to the secretary. The secretary shall have these reports printed and shall forward two copies to every federation. In case of greater conflicts and strikes a weekly report must be forwarded to the national secretaries.

An "international secretary of the national centres of trade unions" shall be elected at each conference whose duty it shall be to keep in constant touch with all national centres, to prepare the annual report of the national secretaries, and to forward this report in the official languages (English, French, and German) to the various national centres.

In case of great conflicts the international secretary shall submit an appeal for financial assistance to all national centres on the request of a national centre of trade unions.

The national centre presenting such an appeal must report at the same time:

(a) The number of strikers and the number of workers engaged in that particular trade;

(b) The number of organized workers in that trade;

(c) The extent to which financial assistance can be raised in their own country.

The various national centres shall decide whether or not they will support such an appeal.

Financial support must be sent directly to the national centre that applied for help, and this centre must forward a report to the international secretary stating the amounts received from the various countries and the total expenditure for the movement. This statement shall be published in the report submitted to the next international conference of national secretaries. — *Dublin, 1903.*

Only one national centre of trade unions shall be recognized for each country and only representatives of this national centre shall be admitted to the international conferences. — *Stuttgart, 1902.*

The fifth international conference is of opinion that for general reasons

of solidarity as well as for reasons of prudence, in view of the rapid growth of employers' combinations, the separate trade unions should affiliate with their respective federations in their own country and that, for the same reasons, those federations should affiliate with their respective national trade union centre.

When this first and principal duty has been performed, but only then, this conference advises the separate federations of every country to affiliate with their respective federations of all other countries, thereby securing a greater and much better support of important labor struggles than could be given by their national centre alone. At the same time this will also help to further international brotherhood and solidarity among the workers.

This conference is of opinion that members of trade unions affiliated to their respective national centre must be admitted to the trade unions of their calling in other countries if they produce their certificates of membership and notices of departure from their old organization. The following condition shall be in force in case there are no other agreements between the respective federations:

(a) The entrance fee paid into the first organization shall be taken into account and in case the entrance fee is higher in the new organization the difference between the two fees shall be charged.

(b) The transferred member shall be entitled to the same rights and privileges as the old members of that particular union enjoy according to the amount of the subscriptions he has paid to his former union. The time of membership booked in the new organization, however, cannot exceed the time that the transferred member has been a unionist, even though the subscriptions paid hitherto were higher.

The delegates at this conference promise to present and support these regulations for transfers to the next meeting of their respective organizations. — *Kristiania, 1907.*

Importation of Strike Breakers.

This conference strongly condemns such workers and those groups of workers who are taking the places of other workers in disputes in other countries. In view of the fact that the employers now avail themselves of such workers in foreign countries, this conference urges upon the various national trade union centres to pay special attention to this question. The national centre of such country where scabs are engaged should make an effort to make the names of such scabs known all over the country, they should be looked upon and treated the same as the scabs working at home.

This conference furthermore recommends that the social democratic parties of all countries be urged to propose such legislation as will make the importation of scabs impossible. — *Kristiania, 1907.*

The subscription to the international secretariat was fixed at 50 pfennig (14.2 cents) in Dublin (1903), per annum, per 1,000 members, at one mark (23.8 cents) in Amsterdam (1905), and at 1.50 marks (42.5 cents) in Kristiania (1907).

TABLE I.—*Number of Trade Union Members in Industry, Commerce, Transportation, and Agriculture.*

COUNTRIES.	NUMBER OF TRADE UNION MEMBERS IN —							TOTALS		
	INDUSTRY, TRADE, AND TRANSPORTATION				AGRICULTURE			Males	Females	Both Sexes
	Males	Females	Both Sexes	Percentages of Total Number of Workers	Males	Females	Both Sexes			
United Kingdom,	2,202,097	200,997	2,403,094	—	3,645	3	3,648	2,205,742	201,000	2,406,742
The Netherlands,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	124,395	4,450	128,845
Belgium,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	—	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	147,058
Denmark,	105,512	11,838	117,350	48.00	2,625	875	3,500	108,137	12,713	120,850
Sweden,	194,200	15,000	209,200	40.00	8,900	900	9,800	203,100	15,900	219,000
Norway,	44,623	3,534	48,157	24.73	—	—	—	44,623	3,534	48,157
Finland,	20,422	3,587	24,009	—	—	—	—	20,422	3,587	24,009
Germany,	2,221,173	161,228	2,382,401	<i>n.s.</i>	3,262	245	3,507	2,221,173	161,228	2,382,401
Austria,	434,414	44,358	478,772	—	3,563	—	3,563	437,676	44,603	482,279
Hungary,	93,001	5,490	98,491	—	—	—	—	96,564	5,490	102,054
Bosnia-Herzegovina,	3,577	420	3,997	12.00	—	—	—	3,577	420	3,997
Servia,	3,258	—	3,258	<i>n.s.</i>	—	—	—	3,238	—	3,238
Bulgaria,	11,320	1,613	12,933	<i>n.s.</i>	—	—	—	11,320	1,613	12,933
Switzerland,	108,026	5,774	113,800	42.80	—	—	—	108,026	5,774	113,800
Italy,	346,156	10,711	356,867	11.40	159,208	30,575	189,783	505,364	41,286	546,650
France,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	—	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	294,918
Spain,	43,813	50	43,863	—	<i>n.s.</i>	<i>n.s.</i>	1,049	44,862	50	44,912
United States,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	—	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	1,588,000
Totals,	5,831,572	464,600	6,296,172	—	181,203	32,598	214,850	6,138,219	501,648	8,639,843

¹ According to an official report published in 1907.² Estimated. According to the Labor Bureau the number of organized workers was 934,369. This figure, however, is doubtless much exaggerated.

TABLE II.—*Income and Expenditures of All Trade Union Organizations in 1908.*

COUNTRIES.	Total Membership of All Trade Unions	DETAILS ARE GIVEN FOR —		Annual Income	Annual Expenditures	Balances at End of Year
		Members	Percentages of Total Membership			
United Kingdom, . . .	2,406,742	1,457,856	60.57	\$12,132,185	\$9,995,791	\$27,437,327
The Netherlands, . . .	128,845	¹ 36,703	28.49	216,822	451,392	179,160
Belgium,	¹ 106,521	—	—	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
Denmark,	120,850	106,106	87.80	589,022	563,025	818,394
Sweden,	219,000	¹ 162,391	74.15	1,246,642	1,289,661	494,441
Norway,	48,157	¹ 47,055	97.71	301,611	266,368	220,306
Finland,	¹ 24,009	23,398	97.46	70,073	55,867	47,244
Germany,	2,382,401	2,195,186	92.14	13,271,719	11,442,110	11,823,595
Austria,	482,279	¹ 447,227	92.73	1,760,520	1,575,379	1,894,718
Hungary,	102,054	¹ 102,054	100.00	353,099	387,188	239,271
Bosnia-Herzegovina, . .	3,997	3,877	97.00	10,726	6,580	8,020
Servia,	3,238	¹ 3,238	100.00	9,655	17,797	9,125
Bulgaria,	12,933	12,283	94.97	24,284	18,858	45,988
Switzerland,	113,800	¹ 67,348	59.18	287,654	258,966	<i>n.s.</i>
Italy,	546,650	335,604	61.39	113,988	165,963	<i>n.s.</i>
France,	¹ 294,918	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
Spain,	¹ 44,912	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
United States,	¹ 1,588,000	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
Totals,	8,629,306	5,000,326	57.67	\$30,388,000	\$26,434,945	\$43,217,589

¹ Affiliated with the National Centre of Trade Unions.

TABLE III. — *Expenditures of All Trade Union Organizations in 1908.*

COUNTRIES.	BENEFITS PAID						Total Amounts of Benefits Except Strike Pay	Strike Pay	Official Papers, Libraries	Various Organizing Expenses, Con- gresses	Management Expenses
	Traveling	Out of Work	Sickness	Super- annuation	Death	Benevo- lent					
United Kingdom,	—	\$2,267,739	\$2,100,138	\$1,594,694	\$508,953	—	\$6,471,574	\$649,011	—	\$355,478	\$2,335,088
The Netherlands,	\$438	154,069	26,030	—	4,273	\$676	185,506	106,761	\$13,689	99,870	32,674
Belgium,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
Denmark,	—	214,613	23,749	6,258	9,368	2,701	256,688	80,064	10,229	134,875	81,108
Sweden,	3,562	61,006	3,338	—	—	8,210	76,117	705,286	16,259	2,368,302	63,698
Norway,	3,918	22,100	41,545	—	—	341	80,083	142,442	3,480	9,767	30,596
Finland,	683	2,545	1,993	847	11,324	11,402	15,923	24,367	2,930	1,625	10,731
Germany,	286,885	2,041,283	2,354,457	105,598	223,630	324,445	5,336,297	1,625,742	678,502	1,924,866	1,876,702
Austria,	43,034	238,063	167,553	44,665	33,774	211,167	798,296	372,427	272,427	372,239	132,417
Hungary,	15,091	75,835	46,825	21,739	—	93,417	252,907	29,082	20,082	11,592	93,607
Bosnia-Herzegovina,	813	1,494	1,114	15	78	107	3,621	<i>n.s.</i>	813	1,343	803
Servia,	667	2,667	—	—	—	—	3,334	8,838	—	1,713	3,913
Bulgaria,	360	1,523	1,202	—	161	—	3,246	1,835	4,837	4,774	4,049
Switzerland,	—	15,767	62,914	—	4 12,288	11,714	102,683	71,168	25,491	22,055	37,569
Italy,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
France,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
Spain,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
United States,	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>	<i>n.s.</i>
Totals,	\$355,751	\$5,158,763	\$4,829,918	\$1,773,816	\$803,849	\$664,180	\$13,586,275	\$3,764,667	\$1,057,739	\$3,308,499	\$4,703,015

1 Including traveling benefit.

2 Separate strike fund not included in total income and expenditure.

4 Including superannuation benefit.

3 Including regular and extra levies to National Centre.



Carrol S. Wright.

PART IV.

CARROLL DAVIDSON WRIGHT

A MEMORIAL

BY HORACE G. WADLIN, LITT.D.

CARROLL DAVIDSON WRIGHT.

A MEMORIAL.

I.

Carroll Davidson Wright, the Second Chief of the Massachusetts Bureau of Statistics of Labor, afterwards Commissioner of Labor of the United States and still later president of Clark College, Worcester, Massachusetts, died in the city of Worcester, February 20, 1909. His work, from the point of view of its results, was unique. He created the peculiar department of the public service to which his life was mainly devoted. When he entered this service, bureaus of original investigation devoted to the collection and presentation of statistical information relating to sociology, particularly to that branch of sociology included under the broad term "the labor question," were practically unknown; when he left the office of Commissioner of Labor such offices were recognized as important and necessary branches of government.

The Massachusetts Bureau was not only the first institution of its kind, but, under Colonel Wright's direction, the form of its organization and the theory under which it was operated were found so acceptable that this department served as a model for the creation of similar bureaus in other States, a national bureau at Washington, and Departments of Labor in several foreign countries. This chain of offices, engaged in the accumulation of evidence upon the wide ranges of human activity within the province of sociology, was by no means due to the work of any one man; but, so far as one man may be said to have shaped the general plan upon which they were organized, Colonel Wright is entitled to the credit. The connection between his work in Massachusetts and the establishment of the bureaus in other States and at Washington is direct, and the influence abroad of the American bureaus may be clearly seen. The broad provisions of the legislative resolve creating the

Bureau in Massachusetts were generally followed elsewhere. This resolve was not due to Colonel Wright's initiative, but the law alone, apart from the sane interpretation which he gave to it during the first years of his administration, would not have prevented the abolition of the Bureau before it had won popular favor, nor would it have enabled the department to attract the wide public attention it afterward received. With no previous scientific training which especially fitted him for work in this field, he nevertheless had native qualities of mind which pre-eminently qualified him for the faithful collection and unbiased presentation of evidence, in the form of statistics, relating to the most important problems of modern life. A New England ancestry gave him the advantage due to heredity, but academic instruction had small part in his life. Like so many others in our history, he acquired self-culture based upon the reading required for admission to the bar, supplemented by extended study of the special branch of legal practice to which he proposed to devote his attention, the law of patents; and, later, by wide reading in economics, especially upon social problems and other pressing questions of the day. Beyond this he had the training which neither books nor university can give, gained through sympathetic association with men of affairs; and he manifested the New England aptitude for turning one's hand to the efficient performance of the work which the trend of events makes necessary. He knew, instinctively, how to make the best use of present opportunity as a foundation of future success.

II.

Colonel Wright was born in Dunbarton, New Hampshire, July 25, 1840. His father, Reverend Nathan R. Wright, was at the time pastor of the Universalist Church in the little town. His mother was Eliza (Clark) Wright, and the boy Carroll was the third of seven children. His ancestors, both paternal and maternal, had for many generations lived in New England, although upon his father's side the line runs to the north of England while his mother's progenitors were Scotch. Both of his great-grandfathers were in the army of the American Revolution, — one, Colonel Jacob Wright, afterward left Westford in Massachusetts to settle in New Hampshire, and the other, Deacon Jonathan Clark, went from Braintree into the same province, thus uniting the families from which Colonel Wright was descended. His parents soon removed

from Dunbarton to Hooksett, New Hampshire, and afterwards to Washington in the same State, where his boyhood was mainly spent. As in the case of many clergymen in rural New England, the pursuit of agriculture was joined with the pastoral duties, and like other country ministers' sons under similar conditions young Wright until his sixteenth year helped in the farm work when out of school, receiving, through intimate contact with Nature in her varying moods, as she presents herself in the changing seasons upon the northern hills, a kind of discipline which city boys unhappily miss. Nature must often be wooed there with patient toil to yield such harvests as may be gleaned from the rock-bound fields of the hill towns, and, with no inborn aptitude for figures, he would sometimes humorously remark of these early experiences that the most familiar arithmetic of his boyhood was the figure that he cut behind the plow upon his father's farm.

But his education was not neglected. Rarely has the country clergyman in New England failed to appreciate the value of books, and the boy's bright face and winning personality, and his keen intelligence, gave promise of a brilliant future. His father determined that the lad should have such advantages as it was possible to secure. He went to the public schools until fitted to enter the academy in the town of Washington, and afterwards, as his parents removed from place to place, he attended the high school at Reading, Massachusetts, and academies in Alstead, New Hampshire, and Chester, Vermont. He early determined to study law, and in 1860, being then but twenty years of age, began a systematic course of reading in preparation for the bar, under the guidance of William P. Wheeler, a well-known lawyer of Keene, New Hampshire, the court town of Cheshire County. Without money, or friends who could supply it, unwilling, even had it been possible, to burden his father, whose slender income was no more than sufficient for the needs of a growing family, Wright had recourse to the usual expedient of young New Englanders under similar conditions, and by teaching school in the country districts where, during the winters, it was customary to employ a schoolmaster, gained such limited funds as with economy would carry him over the pathway he had chosen.

From the first he took an interest in public affairs. The country was in the turmoil of politics that preceded the Civil War. Men were taking sides upon the question of the hour. Intensely interested

in the debates between Lincoln and Douglas, although not yet a voter, with the ardor of youth he followed the fortunes of the Republican party in that great campaign of 1860 which resulted in the election of Lincoln, and he remained a Republican in political affiliations until his death.

In the Spring of 1861 his father became the pastor of a church in Franklin, Massachusetts, and the family removed from New Hampshire to that town. The young man secured a place in the law office of Erastus Worthington, of Dedham, who for many years was clerk of the Norfolk County Court; and in the following year, while living in Cambridge, found opportunity to continue his legal studies in the office of Tolman Willey, of Boston.

The great civil struggle had begun. Everywhere men were leaving the farm, the workshop, or the college to respond to the call for troops. Careers in the making were temporarily suspended. Text-books were closed and desks abandoned. For the moment all things gave place to the supreme duty of the hour. No young man of energy and ambition, filled with patriotic ardor, and with strong opinions upon the question at issue, could have taken any other course than that which Wright now followed. September, 1862, he returned to Keene, New Hampshire, and enlisted as a private in Company C, of the Fourteenth Volunteer Regiment of his native State.

III.

There was now shown a certain quality of leadership which always brought Colonel Wright to the front in any group of men with whom he happened to be associated. "As much virtue as there is, so much appears," says Emerson. Before his regiment left New Hampshire he became second lieutenant of his company, and this early promotion was simply the initial step in a series of official assignments to positions involving honorable and difficult service. He was soon Brigade Commissary at Poolesville, Maryland; Officer in charge of the Central Prison at Washington; Adjutant to the Provost Marshal in that city; and Aide-de-Camp to General Martindale, Military Governor of the Department. As Adjutant to the Provost Marshal he had charge of all the guards at the bridges and ferries around the Capitol. The effort to pass contraband goods through the lines was constant, those interested in the traffic were unscrupulous in their methods, and bribery was often attempted. Wright's position required not only

untiring vigilance but moral stamina; qualities that might have been lacking in one so young. — he was barely twenty-three, and without much worldly experience. Under trying conditions he exhibited the executive ability and unswerving honesty that were always conspicuous elements in his character.

In September, 1863, within one year after leaving home, he was appointed Adjutant of his regiment with the rank of First Lieutenant, thereafter serving as Assistant Adjutant General of the District of Carrolton, Louisiana, and of the First Brigade, Second Division, Nineteenth Corps, in that State. In the following year he was assigned to staff duty, during the Summer and Fall, under Sheridan in the Shenandoah Campaign, and at its close he became Colonel of the regiment in which two years before he had enlisted as a private. The strenuous service that preceded this promotion was not without effect upon his health. The marks it left upon him were never entirely effaced, and finally a severe attack of typhoid in the Spring of 1865 forced him to resign his command, one month preceding the close of the war. Broken in health he returned to Boston, at once resumed the study of the law in the office of Mr. Willey, and, as the result of diligent application, was admitted to the bar in Keene in October. But his physical condition was unequal to the strain. His continued ill-health made it impossible for him to enter upon practice in that city as he had intended. His physician thought it imprudent, and, forced for the moment to change his plans, he became connected with a business enterprise in Lynn, Massachusetts, for which he had neither aptitude, training, nor inclination, and which did not long continue.

IV.

January 1, 1867, Colonel Wright was married in Reading, Massachusetts, where he had formerly attended school during the pastoral connection of his father with a local church. His wife was Caroline E. Harnden, daughter of Sylvester Harnden, a well-known citizen and prominent manufacturer in the town, and Colonel Wright acquired a residence there which was to continue for many years. In August, 1867, he began practice in Boston as counsellor in patent cases, the branch of law to which his study had been especially devoted. In October he was admitted to the bar in Massachusetts on motion of Mr. Willey, and to the bar of the United States Courts

on motion of George S. Hillard, at that time District Attorney of the United States. His practice immediately became lucrative to a degree quite exceptional for so young a man. Apparently he had found his place in life, and his future seemed secure.

He was then twenty-seven years of age, of distinguished presence and soldierly bearing, to which his military training had contributed; in manner dignified, yet open and cordial, and possessing that peculiar quality called magnetism, by which men were attracted to him and held in the bonds of loyal friendship. He inspired confidence in his ability, but no less in his honesty and integrity of purpose. These personal qualities, together with the reputation he had won in his useful though brief military service and was now gaining as a rising member of an honorable profession, made him at once a leading figure in the town where he resided.

This town was then not too large to prevent friendly relations among all its people. Homogeneous in population it was free from the cliques or artificial distinctions that are sometimes found in towns composed of widely separated classes. It was chiefly residential, containing no one very rich or very poor, and had been little affected by the tide of immigration which was changing the character of the larger industrial places. Democratic in feeling, its citizens mingled in the celebration of the Fourth of July or upon other social occasions after the old New England manner. It had not outgrown the town picnic in the Summer, in which all participated, or the amateur dramatic performance in the local assembly hall in the Winter, supported by all with an enthusiasm that a more sophisticated age has made impossible. Such a town was prepared to accept leadership in the person of this accomplished young man who was ready to join with ardor in its social life. It was leadership conferred without self-seeking on his part, and it grew out of the conditions of the place and the time, and the natural qualifications of the man. He was inclined to promote the various civic activities, and those who needed helpful counsel, or more material aid, turned to him as a matter of course and found him ready with such assistance as he could give. He was devoted to the welfare and improvement of the public schools; active in the little church to which he gave his earnest counsel and support; foremost in every social event; a ready and convincing debater in town meeting, with gifts in oratory and a

facility of expression that were already lifting him to prominence upon the lecture platform. It was inevitable that his friends and neighbors should seek to confer political honors upon him.

In 1871, therefore, he was elected to the State Senate from the district of which Reading was a part, and re-elected in 1872, his service in the Legislature thus comprising two successive years. In the second year he was chairman of the Committee on Insurance and of the Committee on Military Affairs. In this work he exhibited unusual capacity and was prominently connected with important legislation, perhaps the most important being the acts establishing the Massachusetts standard insurance policy and reorganizing the militia system of the Commonwealth. The last, especially, required for its successful passage knowledge of military affairs, capacity for devising an effective military organization, and the ability to present forcibly and convincingly, upon the floor of the Senate, the radical reforms proposed. Chief among these reforms was a system of service examinations for the militia officers intended to prevent the use of influence and patronage which then prevailed. The beneficial effect of this statute was sufficient evidence of the acumen of its legislative sponsor. A measure of considerable public importance was presented to the Legislature in that year by the late Josiah Quincy, providing for the establishment of morning and evening trains for working men upon the steam railroads within the suburban district of Boston, to be operated at low rates of fare. This was pushed to enactment largely through the energetic advocacy of Colonel Wright.

V.

The Legislature, merely by resolution passed in 1869, had established a Bureau of Statistics of Labor; probably without foreseeing the future importance of such an institution, and certainly without clearly defining its method of operation. It simply provided that biennially in May the Governor should appoint a Chief, that the Chief should appoint a Deputy, and that these two should "constitute a bureau of statistics with headquarters in the State House;" and that the duties of the Bureau should be "to collect, assort, systematize and present in annual reports to the Legislature on or before the first of March in each year, statistical details relating to all departments of labor in the Commonwealth; especially in its relations to the com-

mercial, industrial, social, educational and sanitary condition of the laboring classes, and to the permanent prosperity of the productive industry of the Commonwealth." The Bureau was given power "to send for persons and papers, to examine witnesses under oath, and such witnesses" were to be summoned "in the same manner, and paid the same fees as witnesses before the Superior Courts of the Commonwealth." Its first Chief was Henry K. Oliver and his deputy was George E. McNeill. Both these men held decided opinions upon certain phases of the labor problem then coming into prominence, and Mr. McNeill especially, was then, and until his death in 1906 continued to be, a prominent leader in the organized labor movement in the State. The first report of the Bureau was presented in 1870 and provoked much criticism. From that time until 1873 the Department was more or less involved in controversy. Under the conditions then existing it was not remarkable that certain important interests in the State regarded its operations and the conclusions presented in its reports with little favor. But the advocates of labor reform were by no means united in its support. It is not now necessary nor is this the place to revive controversies long since happily forgotten. These culminated early in 1873, and during the legislative session of that year the question of continuing or abolishing the Bureau was debated with much heat, but without changing the status of the department, and outside the Legislature different factions of the labor element and representatives of capital were equally outspoken in criticism.

All this was the occasion of some embarrassment to the Governor, His Excellency William B. Washburn. To make the Bureau practically effective, and to win for it popular favor, it was plainly necessary to secure as its chief executive officer a man of executive ability and of great tact; neither so conservative as to be unprogressive nor so radical as to be impractical; sufficiently well known to inspire respect, and at the same time far enough removed from the contending elements to command the confidence of the public. No man then in active public life seemed to the Governor so well adapted to this work as Colonel Wright. With his legislative career the Governor was familiar. He therefore sent for him and offered him the appointment. Wright was at first disinclined to accept. At the moment such a place offered little that was attractive to a young lawyer who

had established a rapidly increasing practice. But, urged by the Governor, he finally consented upon the understanding that he need not abandon his profession, and that he need bind himself to remain no longer than to overcome, if possible, the existing disfavor in which the Bureau was held, and to organize the work of the Decennial Census of 1875, for which provision must at once be made. Neither Colonel Wright nor the Governor foresaw that in consenting to this arrangement he had taken the most important step of his life. In May, 1873, Messrs. Oliver and McNeill closed their connection with the Bureau, and were succeeded by Colonel Wright as Chief, with George H. Long as Deputy.

Eight years had now passed since the close of the Civil War. The Nation had entered upon the era of unexampled prosperity which marked the last quarter of the nineteenth century. The old order was rapidly changing. Everywhere men were questioning the results of the great industrial revolution. Machinery was displacing manual labor. The cities and great manufacturing towns were drawing the young men away from the pursuit of agriculture. Capital was concentrating in the hands of the great captains of industry. Individual employment was giving way to corporate organization, and the merging of corporations was leading to those great aggregations of capital popularly known as trusts. The conflicts between capital and labor were becoming more bitter. The entrance of women upon factory and mercantile occupations was changing their status, perhaps threatening the permanency of the family relation.

For the manifest evils of this transition period panaceas were freely offered, and theories of social reform were passionately urged, with much *a priori* statement but often with little basis of fact. Socialism was rising, with its promise of a better social state; and anarchism, with its denunciation of the existing order. The economic theory of *laissez faire* was breaking down, and the methods of capitalistic production were seriously questioned by ardent theorists who were no longer content to take their economic principles from the existing text-books. Every legislative body found it necessary to consider a mass of proposed legislation directly affecting the right of free contract as it was then held, nearly all of which carried the police power far beyond its existing bounds. The Massachusetts ten-hour law was not enacted until 1874. Employers' liability rested

upon the common law only. The inspection of factories with its attendant sanitary regulations was practically unknown, and child labor was without effective restriction. Into the turmoil of the changing conditions Colonel Wright was forced by his appointment as Chief of this Bureau.

VI.

He entered his new office quietly, and found there neither records nor organization of any kind. The slate was clean, and his first duty was to determine a policy and then to devise methods for pursuing it. The friends of Messrs. Oliver and McNeill were outspoken in their criticism of the Governor's action. The labor reform element generally, whether in complete sympathy with the views of the former officers or not, regarded the new Chief with suspicion. He had never shown much interest in the reforms they had at heart, and in the Senate had voted against the ten-hour bill. On the other hand, the employers of labor throughout the State felt, not without reason, that the Bureau had been established to placate the labor element, and were inclined to disregard its inquiries, if they did not resent them as impertinent. If their wishes had been respected the Bureau would no doubt have been abolished, especially after the experience of the preceding three years, and no appointment would, from their point of view, have been commended, if it promised a vigorous administration. No one impugned the energy or the ability of Colonel Wright. The popular feeling simply was that the Bureau existed merely to promote labor legislation. Indeed it was known as the "Labor Bureau." The representatives of capital expected it to show little consideration for their interests, and the representatives of labor looked to it for an energetic propaganda in their behalf. That statistics could be used, or were intended to be used, for any other purpose than to add weight to an otherwise weak argument neither side supposed. The thing to do was to choose your side, and then bring forward such figures as were needed to give verisimilitude to a bald and unconvincing narrative, leaving out or carefully obscuring all others. A Bureau of Labor Statistics, of course, was intended to give the weight of official authority to statistics selected to prove the contentions of the labor reformer. A chief who could not be relied upon to take this point of view was, by the labor element,

viewed with distrust. To those opposed to the Bureau, the mere fact that a man of Colonel Wright's training and position was willing to accept such an office suggested an ulterior motive. Did he not hope to advance his political fortunes by means of it?

But Colonel Wright had no desire to conduct a partisan bureau. He had far broader views. The friends of the Bureau were eventually to learn that their interests were best promoted by the unbiased presentation of all the facts, nothing extenuated nor ought set down in malice; and their opponents were to find that they need not fear unjust treatment, even under a complete portrayal of existing conditions, when they were presented without prejudice.

Colonel Wright began his new work with no pride of opinion as to its place in the scheme of government. He started with no preconceived notions as to the usefulness of such a Bureau, and without perfervid enthusiasm concerning the questions with which it was to deal. This was undoubtedly an advantage, probably unappreciated at the time. The one question he asked himself was whether or not the office could be made useful, not to a class, but to the public generally. With the scientific use of statistics he was not then familiar. Neither then, nor indeed afterward, was he much attracted by the accepted theories of the economists. The immediate problem to be solved was a practical one. Here was an office unlike any previously established. It was unhampered by precedent. It contemplated the exercise of broad powers of public investigation upon matters heretofore covered by the cloak of individual privacy. The machine was now dormant. Every revolution of its wheels provoked animosity and clamor. Could it be made to work without friction and with beneficial results?

There was one man in the United States whose opinion upon this point was pre-eminently entitled to weight. Francis A. Walker was then professor of political economy in the Sheffield Scientific School at Yale. He was deeply interested in economic questions, especially those relating to wages and production. He had completed with marked efficiency the ninth United States Census, and was therefore familiar with the practical difficulties encountered in the collection, upon a broad scale, of statistics relating to the industrial and social life of the people. To him Colonel Wright turned, and in reply received the following letter:

I have given much thought to the letter in which you do me the honor to ask me my views as to the work of the Massachusetts Bureau of Labor Statistics; but as the result, I find little to say beyond expressing my hearty sympathy with the purposes of your office, and my wishes for its success. I feel the strongest confidence that the Commonwealth is prepared for your work, and that the work can be done to the satisfaction of all citizens; and that your office has only to prove itself superior alike to partisan dictation and to the seductions of theory, in order to command the cordial support of the press and of the body of citizens. If any mistake is more likely than others to be committed in such a critical position, it is to undertake to recognize both parties as parties, and to award so much in due turn to each. This course almost inevitably leads to jealousy and dissatisfaction. If an office is strong enough simply to consider the body of citizens, and to refuse to recognize or entertain consideration of parties, success is already in the main assured. Public confidence once given, the choice of agencies, the selection of inquiries to be propounded, are easy and plain. The country is hungry for information: everything of a statistical character, or even of a statistical appearance, is taken up with an eagerness that is almost pathetic; the community have not yet learned to be half skeptical and critical enough in respect to such statements. All this is favorable to such laudable efforts as you are engaged in, for the difficulty of collecting statistics in a new country requires much indulgence; and I have strong hopes that you will so distinctly and decisively disconnect the Massachusetts Bureau of Labor Statistics from politics,—from dependence on organizations, whether of working men or of employers, and from the support of economical theories, individual views or class interests,—as to command the moral support of the whole body of citizens, and receive the coöperation of all men of all occupations and of all degrees, without reference, however, either to their degrees or their occupations.

VII.

With these helpful suggestions before him, paying no attention to partisan clamor, disregarding the comments of the press, and making no answer to the criticisms of the labor reformers, Colonel Wright planned his first report, and with his usual energy began to collect the required data. He was content to await the verdict of the public upon the result.

This report covered an exhaustive inquiry into wages and the cost of living in Massachusetts and foreign countries, and upon the general condition of the workingmen in this State as compared with those in other communities, especially in the manufacturing centers abroad. When only a part of the needed information had been secured, a leading newspaper remarked:

The results cannot be known until the report is published. But, certainly, no one can justly say that the bureau is not doing a good work. With the matter of regulating hours of labor, the bureau is concerned only to show, by facts and figures, whether a law for such a purpose would be beneficial. *Indeed it is not proposed to volunteer any opinions on any subject, but simply to collate, from sources which are entirely reliable, facts which concern every workingman in the State, and by a knowledge of which he cannot fail to profit.* Whatever opinion a man may have in regard to a ten-hour law, or an eight-hour law, or however he may be inclined to look upon rich men as conspirators against his interest, he cannot visit the Department of Labor in Pemberton Square, and fail to see that the chief and his deputy are honestly striving for the interests of the working man. No better thing could happen to a man who has listened to the invectives which have been hurled against the new Bureau of Labor than to go to the office in Pemberton Square and see for himself the work which is being done. If the forthcoming report shall contain more tables of fact and less dissertation than its predecessor, it will, for that reason, be more valuable to everybody, and especially to the worker who has been the victim of innumerable speech makers, but to whom nothing can be less dry or more interesting than the statistics which shall show to him how he stands in relation to co-workers the world over and what he has a right to demand from the State in which he is a citizen.

The sentence italicized indicates clearly the position Colonel Wright had taken. In all his subsequent work it was maintained. His personal opinions, and he was not without opinions, vigorously expressed on proper occasions, were never permitted to break the force or to color the presentation of ascertained fact, in his official reports. His official position was, in his view, somewhat like that of a master, whose duty lay in the sifting of evidence and its presentation to the court. In due time this first report was published. As indicated, it contained little dissertation, but its contents received the attention they deserved. From that time forward criticism was allayed, and the sincerity and non-partisan character of the Bureau recognized. Cavillers, of course, were occasionally heard. Those who had proposed to use the Bureau in propaganda could not have been expected to at once sympathize with the trend it was now showing. The ardent reformer can seldom brook the colorless presentation of evidence, even upon his own side of the case. To some, Colonel Wright's way of dealing with figures seemed cold and unconvincing. There are those who believe that exaggerated statements are necessary to stimulate progress, and Colonel Wright would never exaggerate.

He would never dwell upon the dark side of the shield without showing whatever brightness appeared upon the other. The picture which he painted was seldom without high lights, but at least it was never distorted. Critics of a different temperament found it difficult to accept calmly this judicial attitude. At the other extreme were certain ultra-conservative representatives of vested interests whose comfortable satisfaction with existing conditions was disturbed by the light of publicity, and whose feeling toward the Bureau, with its periodical series of questions, was far from kindly. But gradually, the press, without regard to party, acknowledged the value of the Bureau, the Legislature relied upon its reports, and the public generally accepted its conclusions and recognized the competency and fairness of its Chief.

The year 1875 came and passed. In that year the Decennial Census of the State was taken by the Bureau, under an organization perfected by Colonel Wright and resting upon legislation enacted upon his initiative, with results far superior to any previously achieved in such work. The social and industrial condition of the Commonwealth was shown by it in such a way as to attract instant and wide attention. The accuracy of detail, the lucid arrangement of the tabulated results, and the breadth and fullness of the analytical treatment shown in this work gave Colonel Wright an assured position among official statisticians in America. Incidentally, it established the Census system of the State upon a firm basis. This system was to be enlarged and perfected in later years, notably by Colonel Wright himself in 1885, and by others who were to come after him. As it grew in importance and magnitude, reflecting the growth of the Commonwealth, it was improved through the aid of staff officers and others whose assistance Colonel Wright was always quick to recognize and acknowledge. But, after 1875, its schedules and methods were deemed of such importance that the National Census office accepted the co-operation of the Bureau, its Chief (at first Colonel Wright in 1880, and afterwards his successors) acting as supervisor of the United States Census within the State, without partisan controversy, and with practically a free hand in the conduct of the work, to the mutual advantage of the Commonwealth and the Nation.

The exacting duties incident to the Census, joined with those of the routine administration of the Bureau, required his entire attention. The law is a jealous mistress and is content with no partial

service. The parting of the ways was reached. Either the work in which he was deeply immersed must be given up or his profession must be abandoned. His choice was at once made. He had not only found statistical research congenial, but he had become interested in its results and impressed with the importance to the welfare of humanity of a just solution of the complex problems that were daily becoming more pressing. Disregarding its possibly larger pecuniary reward, he put behind him the profession upon which he had entered with such promise, and determined to devote himself to the newer field of work. At first, when the fate of the Bureau was hanging in the balance, he had cherished an honorable ambition to be of public service in another direction. There was some effort on the part of his friends, which he did not discourage, to send him to Congress from his home district. But the conditions were not favorable. Had they been otherwise the country might have lost its greatest statistician and gained a Congressman of energy and ability, but without the opportunity for distinguished public service that afterwards opened to Colonel Wright. In fact, his temperament was hardly that of the successful politician, who must often disregard his opponents' point of view, or, if he would accomplish useful results, must frequently subordinate his private convictions to the exigencies of party. At all events, in unbiased statistical investigation political aspirations have no place, and these, also, were finally abandoned. He had made his choice, and thereafter there was neither retrogression nor shadow of turning.

VIII.

In 1876 the position of Deputy to the Chief was abolished, leaving Colonel Wright the sole executive head. His theory of the non-partisan character of such a Bureau, exemplified by an administration that was everywhere acknowledged to be free from either partisan bias or personal prejudice, was at length accepted. Even the labor leaders, who were at first disposed to regard the office as their especial prerogative, saw the advantage to them of such an administration. They could use the reports of the Bureau with confidence, since no one might impugn the figures on the ground that a labor advocate had secured them; and both labor and capital, whether or not the results of the Bureau's investigations were acceptable, relied upon the fairness of Colonel Wright. In the language of the day, they knew that

they might expect a square deal from him. Twice during his incumbency his term of service, limited to two years by the legislative resolve establishing the Bureau, expired while a governor of different political faith occupied the chair. But both Governor Gaston and Governor Butler reappointed him, and any other action would have received popular disapproval. He had so fully established the non-partisan character of the office that no governor has ever since raised the question of party affiliations in the selection of its Chief.

While Colonel Wright continued at the head of the Massachusetts Bureau there was hardly a topic of importance within the range of sociological investigation which he left untouched, and to all of the subjects considered his researches contributed data previously unknown. The education of working children, the condition of workingmen's families, the social life of workingmen, illiteracy, the growth of manufactures in the Commonwealth, profits and wages, the relation of intemperance to pauperism and crime, the question of divorce, co-operation and profit sharing, prices and cost of living, employers' liability, early factory labor in New England, the condition of working girls in Boston, Sunday labor, factory legislation, strikes and lockouts. — these and other subjects were treated in elaborate investigations which began with the careful preparation of schedules of inquiry, followed by intelligent agency work in the field, the final tabulation of results and their presentation in lucid statistical tables accompanied by sufficient textual analysis. No statistical work of this kind had ever been done before. The reports were in constant demand. They received European notice and favorable comment, and were used as text-books in the colleges, which were now taking up the study of sociology and the relation of statistical science to economic questions.

Thus the permanence of the Bureau was assured, and liberal appropriations annually made for its support without protracted debate. It was now regarded not as an organ of propaganda to advance any particular theory, but as a source to which the legislator or the economist might turn for evidence upon existing industrial and social conditions, with firm confidence in its statements. Colonel Wright, if he had done nothing else, had made it clear that the usefulness of such a Bureau depended not upon the arguments its Chief might frame for or against the great questions that were agitating the public, but upon the clearness and completeness with

which it presented the facts upon which any valid argument must rest; not some of the facts but all of them, so far as it was humanly possible to collect and show them. To him statistics were not mere figures to be carelessly used, nor, on the other hand, had they any peculiar sanctity. They were at best more or less imperfect evidence of facts which lay behind them, partial and approximate, frequently; rarely final, and those of to-day perhaps to be made useless by others to-morrow. But, until superseded, to be given weight proportionate to the honesty and intelligence of the person who collected them; no more, and certainly no less. One who knew Colonel Wright well at this period remarked:

His familiarity with figures has not bred a contempt but a profound reverence. No man knows better than he the value and the honesty of figures, and no man realizes more fully the grave responsibility which rests upon him who uses them. In his terse, lucid way of speech he is given to epigrammatic expressions. He said once to a friend: "Figures won't lie, but liars will figure." And he said again, "It scares me to death to hear people use figures loosely." These two expressions convey a very clear idea of the spirit with which he approaches statistics. He understands the faith that even careful minds place in figures, and he recognizes the ease with which figures can be made to misrepresent facts. Because of the danger that attends the misuse of figures, he has schooled himself into an absolutely impartial frame of mind, politically and economically, so that he approaches every investigation with a determination to accept unflinchingly whatever conclusion, however disagreeable, the figures may present. Obviously it requires a man of courage to do this, but then he always has had an abundance of that quality.

Although the Chief, as a matter of principle, had refrained from directly advocating legislation, the investigations which he had conducted had materially affected the course of legislation, especially with respect to the employment of labor, and the establishment of an effective system of factory inspection, based upon a definite factory code. He was unquestionably right in his view that the results of such investigations, once the Bureau had established its title to confidence, would carry more weight with the public and with the Legislature than any personal argument however cogent. Indirectly they led to changes in the convict labor system, to the establishment of a Board of Arbitration, to the improvement of sanitary conditions in factories and workshops, and to reform in other industrial condi-

tions. The investigations of the Bureau had an important relation to the establishment of effective provisions for the education of children in factory towns and to limit their employment to reasonable hours; also to the enforcement of the ten-hour law, and its extension to other States than Massachusetts; and to the enactment of an employers' liability law.

The Massachusetts statutes, passed under such conditions, served as precedents for similar legislation elsewhere. The reports of Colonel Wright on these and other subjects of proposed legislation, sent out from Massachusetts, were generally accepted as authoritative. The effect of such reports was cited in answer to those who, questioning the practical value of Bureaus of Statistics of Labor when conducted as offices of investigation merely, wished to see concrete illustrations of their influence. The quiet man who had thus built up the Massachusetts Bureau was now exercising an authority far greater than any mere advocate of reform measures could possibly have secured.

IX.

The reputation of Colonel Wright grew with the results he had achieved. He became connected with the leading economic and statistical societies, and was in frequent request as a lecturer both upon the methods and theory of his work and upon its results. In 1879 he was honored by an invitation to deliver a course of lectures before the Lowell Institute in Boston, upon "Phases of the Labor Question Ethically Considered;" and having prepared a special report, in connection with the United States Census of 1880, upon the factory system of Europe and America, he gave a series of lectures on the factory system at Harvard University in 1881. The Lowell Lectures were followed in 1882 by the publication of a little book entitled "The Relation of Political Economy to the Labor Question," in which Colonel Wright reproduced without much revision the first lecture of that course. In characteristic phrase he dedicated this little volume to "sober, industrious, and thrifty workingmen, and humane, large-hearted employers, . . . two types of men I prefer to speak to." This book was never of great importance to the student, and has perhaps become still less so with the passage of time and the general change of sentiment with regard to its subject. As its author often admitted, it would have gained in literary style

had it been carefully rewritten. The spoken word, if effective, and Colonel Wright's platform utterances were always effective, will seldom bear unaltered transcription to the printed page. But this, after all, is a minor matter. The book was never much liked by economists of the type of Professor Sumner of Yale, and for reasons not far to seek. Had Colonel Wright been a trained economist he would no doubt have more carefully discriminated, in some of his phrases, between things that the Manchester school held far apart. His book might have gained thereby in scholarly clearness, but probably it would have lost the element of moral earnestness which alone gave it value. The spirit of his discourse is not obscured, and as a human document the little book is of great interest, since it shows plainly the natural bent of Colonel Wright's mind. After taking up the work of the Bureau he had read much upon the labor question and upon social problems generally. Whatever he may have lacked in economic theory, he was profoundly moved by ethical considerations; perhaps as a result of paternal influence in that humble home among the New Hampshire hills. In all his future work the ethical bearing of the different problems with which he was dealing became his first subject of thought.

The statements Wright put into this book show his point of view with regard to the labor question, — the position to which he had been brought by his reading and by his practical experience in investigating social problems. He was afterward to gain in breadth and strength of statement, as his experience and reading broadened, but, essentially, his convictions remained unchanged. At the outset he says: "I shall constantly use the term 'labor question' as embracing the wants of the wage-laborer, or, in a general way, as representing the discussion of the just and equitable distribution of profits, or the products of labor and capital." That is to say, the labor question was not a question of wages or hours of labor only. It comprehended all the varied *wants* of the laborer, and labor and capital were partners in a joint effort to produce a surplus product or profit, to be equitably distributed between the partners. This conception of the wage-earner, not as a servant or even as an employé of a capitalist whose obligations were discharged by the payment of a wage fixed under conditions largely beyond the control of the recipient, but as a partner with the capitalist in a joint enterprise, in the results of

which each partner was to share equitably, was central in Colonel Wright's thought. And, from his point of view, the relations between the partners were reciprocal and fixed by considerations moral rather than economic. In dealing with industrial problems throughout his after life, even in the practical adjustment of serious labor difficulties in which he took an important part, we shall find him dominated by this conception.

Profits, as he used the word, included not merely the capitalist's share of the joint product, but the common fund to be divided between the partners. This showed a disregard of the common use of terms, to say nothing of the usual distinctions of the economists. But, terminology aside, the conception of industrial operations as in a very real sense coöperative, and of the relation of employer and employé as not confined to the mere payment and receipt of wages, was less familiar then than now. "A just distribution of profits," he goes on to say, "by which support and provision for old age may be secured, depends much more upon the cost of living, habits of frugality, temperance, good morals, sanitary conditions, educational privileges, and various forces of a moral nature, than upon purely economical conditions."

The influence of Chalmers, of Le Play, of Walker, and of other writers to whom Colonel Wright returned acknowledgment is plainly seen in his little book, but he is entitled to credit for thus early bringing the new conception clearly before a popular audience. The essay, with others of a similar tenor, was afterward reprinted and, as one of the publications of the American Unitarian Association, attracted readers particularly interested in the moral aspects of sociology. It was without doubt helpful to clergymen who were beginning to discuss phases of the labor problem, and who were naturally attracted by Colonel Wright's views. In its final paragraph, Colonel Wright said: "I have not been ambitious to promulgate these principles, or theories, if you choose, with an idea that they were to cure existing difficulties, or prevent the recurrence of past evils, but simply to make a new application to the wants of the future industrial world of those principles which alone have been successful under like circumstances in the past; and they are in accord with the Decalogue, the surest platform for the labor question — which involves capitalists and laborers — to rest upon, and by which to insure success." This,

also, is characteristic of his constant attitude. He always asserted that there was no panacea for industrial evils apart from the ten commandments and the golden rule.

X.

On the 23d of April, 1879, the Massachusetts Legislature sent a resolution to Congress asking for the establishment of a National Bureau of Labor. No greater tribute, although not so intended, could have been paid to Colonel Wright's administration. The same legislative body which at the date of his appointment, and for some time after, was upon the point of abolishing the Bureau it had created, was now moved by what he had accomplished to seek to introduce similar methods in a wider field. Congress did not then take affirmative action. Various bills proposing such a Bureau were afterward introduced, considered, and either postponed or rejected outright. Finally, however, the United States Bureau of Labor was established by an Act of Congress approved June 27, 1884. It was created as a bureau of the Interior Department, given broad powers similar to those conferred upon the Bureau in Massachusetts, but although the Commissioner was to be appointed by the President, the chief clerk was to be appointed by the Secretary of the Interior. Colonel Wright's experience naturally made him the one person in the country conspicuously qualified to organize the new Bureau. He was without question the man for the place, if he could be induced to leave Massachusetts. There were considerations of weight which made him disinclined to sever official relations which were now congenial. In the Massachusetts office he was practically independent; at Washington he would become a subordinate officer of the Interior Department. There was also the possibility that the new office might be controlled in its investigations, and therefore limited in its usefulness, by the personal idiosyncracies of the Secretary of the Interior. It was now Wright's firm opinion that statistical investigations such as were within the province of the Bureau must be controlled by one mind, free from the exigencies of party politics, and must not be complicated by possible differences of opinion between a cabinet officer, for example, and its nominal head. The wider opportunity offered by the National bureau was fully appreciated, however, and Colonel Wright decided to undertake the work. He was assured of a

free hand in its administration, and, happily, there was never any friction between him and the Secretary, as long as that form of organization continued.

The election of 1884 terminated the Republican administration at Washington, and the propriety of leaving the appointment of a Commissioner open until after Mr. Cleveland's inauguration was considered, especially as Colonel Wright could hardly be expected to resign his position in Massachusetts if the incoming administration held different views from those of Mr. Arthur as to the new office. Mr. Cleveland, however, having been informed of the conditions, let it be known that he would himself nominate Colonel Wright if the appointment were not previously made; and the official relations between the new President and Wright were always cordial.

The new Bureau was organized therefore by the selection of a Commissioner solely with regard to fitness, a result to which, as will be seen, Mr. Cleveland materially contributed. In January, 1885, Colonel Wright received his commission from President Arthur, and a chief clerk selected by the Commissioner was appointed by the Secretary of the Interior early in the following month. Colonel Wright was permitted to retain his connection with the Massachusetts Bureau until the important work of the State Census of 1885, then in progress, should be so far advanced that its relinquishment by him would cause no embarrassment. He remained at the head of the State Bureau, notwithstanding his appointment at Washington, until August, 1888, making frequent railway journeys to and fro as required for the administration of both offices.

XI.

On assuming the position of Commissioner of Labor at Washington, Colonel Wright defined the policy of the Department as he intended to conduct it, in a letter addressed to the Secretary of the Interior, and there said:

Declaring this, then, to be the positive policy of the Bureau of Labor, this office makes its initial work that of pure fact; and any desire on the part of individuals or associations of individuals, whether of labor or of capital, seeking more or less than this policy indicates, must be considered as their wanting the work of the Bureau to conform to adopted theories or to be influential to shaping special ends. This being the case, I trust that this policy will meet the approval of all engaged in carrying on the

industrial enterprises of the country, as well as of the Government which has so generously established the Bureau; and I assure you that no other policy can bring success, but that any variance from that declared will result in failure. . . . It should be remembered that a bureau of labor cannot solve social or industrial problems, nor can it bring direct returns in a material way to the citizens of a country, but its work must be classed among educational efforts, and by judicious investigations and the fearless publication of the results thereof, it may and should enable the people to more clearly and more fully comprehend many of the problems which now vex them.

His first National report was promptly planned and in due time submitted. It covered the subject of industrial depressions. In this report, Colonel Wright also recommended that the Bureau be given authority to publish special reports, independently of its annual reports, whenever in the judgment of the Secretary of the Interior such reports might be of value to the public; as, for example, when it might be wise to investigate promptly some great industrial movement. This authority was given. The next two reports related respectively to convict labor and to strikes and lockouts. The Bureau then ceased to exist as originally established, and was superseded by the Department of Labor, created by an act approved June 13, 1888. This was thereafter an independent department until, by the Act of 1903, Congress created a Department of Commerce and Labor, and put under its jurisdiction, with other branches of the public service, the existing Department of Labor with the original designation of the Bureau of Labor.

The character of the office was not changed, except through enlargement and independence, by the Act of 1888. Its subsequent annual reports under Colonel Wright covered the subjects of working women in large cities; railroad labor; the cost of production in our great industries; industrial education; building and loan associations; strikes and lockouts; the work and wages of men, women, and children; the economic aspects of the liquor traffic; the effect of machinery upon labor; the municipal ownership of gas, electric, and water plants; wages in commercial countries; trade and technical education; wages and hours of labor. Besides these, several special reports were issued under his direction on important subjects, including the social statistics of cities; divorce; labor legislation; compulsory insurance in Germany; the housing of the working people; the Gothenburg system of the liquor traffic, and others. By his recommendation the

Department was authorized to publish regularly a Bulletin of Labor, in periodical form, the first issue appearing in November, 1898. This Bulletin was intended by the Commissioner to convey to the public, more promptly than could be done by the annual reports, the results of the minor investigations undertaken by the Department, and to contain digests of the State labor reports, and of the foreign documents of similar character, and reprints, immediately after passage, of the labor laws of the Nation and of the States.

Colonel Wright regarded this work as in the highest sense educational. He believed that "the popular education of the masses in the elementary facts of political and economic science is the greatest educational need" of the moment, and, to use his own words:

The Bureaus of Statistics of Labor are . . . facilitating this grand work by their faithful investigation . . . into all the causes of bad conditions of whatever nature, and by their fearless promulgation of the results of their investigation. . . . The character of the work of the Department has been critical, involving the closest application of the statistical method, and has been free to a large extent, if not entirely, from any desire to argue a point. If there have been errors in the origin of investigations they have arisen from a misconception of what constitutes labor statistics. A glance at the different volumes . . . may perhaps give the best evidence as to whether the Department has properly construed the character of its work.

Again, as to the value of such statistics, he says:

The altruistic spirit of the age undertakes to ascertain what social classes owe to each other, and statistical science helps the world to the answer. . . . If the answer is in the spirit of "Inasmuch as ye have done it unto the least of these, ye have done it unto me," then we have put the Christian religion into social science, have answered the question rationally, and must have the light of facts in order that the action, either of governments or of communities, under the spirit of this answer shall not be either futile or absurd.

The reports contain a mass of information derived from original sources, reduced to orderly arrangement and accompanied by explanatory comment and analysis; and they are nowhere paralleled by other official documents. They are to be considered a series of valuable contributions to social and political science. The volumes impressively portray the intelligence, industry, and breadth of view displayed by Colonel Wright during his twenty years in Washington.

XII.

Besides the administrative work directly connected with the Department, Colonel Wright, by reason of his official position, was called upon to render other public services, sometimes of a confidential nature. Senator Hoar once referred to him as "the counsellor of several Presidents." His judgment and discretion could be relied upon. After the resignation of the Director of the Eleventh Census, Mr. Robert B. Porter, that great work was placed in his hands and brought to completion. His *ex officio* service in connection with the adjustment of serious labor troubles in the two following conspicuous instances was especially important.

In 1894, controversy arose between certain railroads terminating in Chicago and their employés, leading to one of the most serious strikes ever known in the United States. This was generally referred to as "the Pullman strike," since employés of the Pullman Company and other members of the American Railway Union were united upon one side against the General Managers' Association upon the other. Large losses were due to the controversy, in property destroyed and in wages sacrificed. The State and Federal military forces were required to suppress crime and preserve order. The whole country suffered on account of the suspension of traffic at Chicago, a great distributive centre.

On the 26th of July, President Cleveland, by virtue of authority contained in section six of chapter 1063 of the laws of the United States, issued a proclamation announcing the appointment of a temporary Commission to examine the causes and conditions of the controversy and the best means of their adjustment. Colonel Wright, by a provision of the statute, being the Commissioner of Labor, became the chairman of this Commission. The other members were John D. Kernan, of New York, and Nicholas E. Worthington, of Illinois. In their report, besides presenting the facts, the Commissioners made important recommendations, among others the establishment of a permanent National strike commission to adjudicate labor controversies involving railroads, with powers similar to those vested in the Interstate Commerce Commission as to rates; the adoption by the States of a system of arbitration and conciliation like that, for instance, in operation in Massachusetts; the recognition by employers of labor organizations, to be dealt with through representatives, with

special reference to arbitration and conciliation when disputes occurred; and finally: "The Commission is satisfied that if employers everywhere will endeavor to act in concert with labor; that if when wages can be raised under economic conditions they be raised voluntarily; and that if when there are reductions reasons be given for the reduction, much friction can be avoided. It is also satisfied that if employers will consider employ  s as thoroughly essential to industrial success as capital, and thus take labor into consultation at proper times, much of the severity of strikes can be tempered and their number reduced." The report was in effect a critical review of the whole controversy. It condemned, by implication and in direct language, the attitude of the employers in summarily rejecting the demands of the employ  s at the beginning. It was approved by the labor organizations, but strongly criticised by the conservative press. "It is not for us to say," said the American Review of Reviews, "whose hand prepared the document which the Commissioners present as their joint unanimous work, but it bears marks, from beginning to end, of the unusual knowledge, as to conditions of labor and employment, which its distinguished chairman, Colonel Wright, has attained through many years of study and investigation. The Commissioners have met with a deluge of newspaper attacks and have even been accused of allowing Mr. Debs himself to write their report. . . . Whether one likes the document or not, it is weighty and it is destined to exert a lasting influence."

The attribution to Mr. Debs of any part of the document was, of course, absurd. The suggestion as to the influence of Colonel Wright upon the conclusions of the Commissioners was probably correct. It is significant of the gradual change in public sentiment during the next eight years that another report upon a great labor controversy, which treated the matter from almost the same viewpoint, was received with general favor.

In 1902, from May to October, occurred the great anthracite coal strike. This was probably the greatest strike on record. One hundred and forty-seven thousand mine workers abandoned their employment in May, and remained out until after the appointment of a Commission of inquiry by President Roosevelt in October. The financial loss to all concerned was enormous, there was much inconvenience and suffering, and the results of the strike were felt throughout the country. The President acted upon the request of both operators and

miners, under an agreement between the parties to accept the findings and awards of the Commission. The Honorable Judge George Gray was Chairman, and, by the consent of both parties, Colonel Wright, the Commissioner of Labor, was added to the Commission and became its Recorder.

The Commissioners held numerous hearings, took a large amount of testimony, and made an exhaustive report with findings and awards which, under the agreement, became binding. Whether or not the Recorder framed the report, his well-known opinions are embodied in it. The following passage is a pertinent instance:

When production is controlled despotically by capital there may be a seeming prosperity, but the qualities which give sacredness and worth to life are enfeebled or destroyed. In the absence of a trustful and conciliatory disposition the strife between labor and capital cannot be composed by laws and contrivances. The causes from which it springs are as deep as man's nature, and nothing that is powerless to illumine the mind and touch the heart can reach the fountain head of the evil. So long as employers and employes continue to look on one another as opponents and antagonists, so long shall their relations be unsatisfactory and strained, requiring but a slight thing to provoke the open warfare which is called a strike. It is in this spirit the Commission has made its investigation and submits its report and award, and it is in this spirit the award must be received by all the parties to the submission if it is to have the effect desired by them, and by all good citizens.

There had been four demands by the miners: increase in pay; decrease in hours of work; the weighing of the coal mined when practicable; and the recognition of the union. The first two were compromised by the award of about one-half of the increase asked for; the third dismissed as asked for, but by the award conditions were reformed; and the fourth, while not formally approved, was practically secured by the award. The position taken by this Commission was almost universally commended by the press, and this time the *American Review of Reviews* remarked: "The Commission's services to humanity are almost inestimable. It has made the most important of all contributions to industrial peace."

It is of course invidious to select any one of the Commissioners for especial commendation. Their work was jointly done, and their report unanimously presented. To its conclusions, perhaps to its text, probably all contributed. Nevertheless, as in the case of the Pullman

strike, Colonel Wright's knowledge of labor conditions, his comprehension of the ideals of the working people and of the attitude of their employers, gained through long experience, made him an invaluable member of the Commission, and his work upon it was appreciated by the others and especially commended by the President. For the arrangement of the statistics contained in the report he was responsible, but to one familiar with his theories upon the reciprocal relations of labor and capital, and as to their ethical basis, his influence plainly appears elsewhere in the document.

XIII.

The example of Massachusetts in establishing the Bureau of Statistics of Labor was followed by Pennsylvania in 1872. In 1873, Connecticut established such a bureau, afterward discontinued and again established. Bureaus were established in Ohio and New Jersey in 1877 and 1878, respectively; in Missouri, Illinois, and Indiana in 1879; and in New York, California, Michigan, and Wisconsin in 1883. In each case the essential features of the Massachusetts Bureau were adopted, with such minor differences of function or in organization as were considered necessary to meet peculiar local conditions. In 1883, representatives of six of the twelve existing bureaus met at Columbus, Ohio, and adopted a form of organization for an annual conference or convention, which met the following year at St. Louis. Two additional departments had then been created, in Iowa and Maryland. The organization was perfected under the name of "The National Convention of Chiefs and Commissioners of Bureaus of Statistics of Labor in the United States." At this second meeting a committee considered the best form of organization of State bureaus. The report of the committee, presented by Colonel Wright and undoubtedly drawn by him, was unanimously adopted at this convention. It stated that the best organization of such a bureau consisted of a chief officer and subordinate officers and other assistants as circumstances might require, all however to be appointed by the Chief and subject to his control. Colonel Wright's experience in Massachusetts had shown this to be true, and it was therefore impressed upon his colleagues. The report also said: "The chief value of statistics is to be found in their preservation for comparison on a uniform basis and under the continuity of the system which comes

from one mind. A numerous Commission, or a Chief and a Deputy not under control of the Chief, cannot work with that singleness of purpose essential in statistical undertakings." Later in that convention Colonel Wright presented a resolution, also unanimously adopted, which was of even greater significance, illustrating not only the convictions of its author but intended to influence popular sentiment in the States which had already established bureaus and in those which were expected to do so. This resolution was as follows:

Resolved, that the best interests of the State Bureaus of Statistics of Labor, and of the industrial forces of the Country, demand that such bureaus should be administered without reference to political influence; and that all officers of such bureaus should be selected for their fitness for statistical work, and not on account of allegiance to or services rendered any party.

Thus early was Colonel Wright's influence felt in leading the bureaus in other States along the road he had already cleared in Massachusetts. He was recognized, by virtue of his pioneer work, as entitled to speak with authority. In many of the newly-established bureaus the officers were entirely untrained, and the high standard set by Colonel Wright in Massachusetts, and constantly adhered to by him in these annual conventions, was of the greatest possible benefit in restraining ill-advised action, and in unifying and improving methods of administration. No one could attend these conferences, and be brought into contact with him, without gaining a broader view of his official duty. It was not unusual for a new Commissioner, who perhaps had been selected for political reasons, to come to his first convention with either a vague notion of the work he had undertaken, or impressed with the idea that his office should be conducted as part of a political machine or in the interests of a class. Such a man seldom failed to return to his home with higher ideals gained through personal contact with Colonel Wright or inspired by his remarks in the meetings. His continual influence in this way cannot be overestimated. It was exerted without ostentation but was none the less effective. Changes in the personnel of the different bureaus were frequent. It was difficult to impress the appointing power in the different States with the importance of continuing in office a Commissioner who had, by experience, gained some insight

into his duties. The example in Massachusetts, with its unquestioned benefit to the public service, was honored more in the breach than in the observance. Under these conditions, Colonel Wright's ideas upon official propriety, upon the place which a department of investigation should occupy, upon the value of statistics and upon their relation to sociological questions, set forth year after year in these conventions, were of the highest importance. A few illustrations will indicate the character of his remarks, and will show better than in any other way the theory upon which his own official acts were based. The third convention of Chiefs and Commissioners was held in Boston in 1885. At that time sixteen different bureaus had been established, and the officers of thirteen were present. Colonel Wright was then Commissioner of Labor at Washington as well as Chief of the Massachusetts Bureau. He was chosen President at this convention, and remained President by successive re-elections, except in the years 1892 and 1893, until he closed his connection with statistical work in 1905. In addressing the Convention, Colonel Wright said:

It has been my good fortune, as Chief of the Massachusetts Bureau of Statistics of Labor, to have the friendship, and, I am glad to say, the confidence, of the workingmen of Massachusetts, but there has been one point on which they have differed from me, and still differ, and that is in regard to the methods which I have adopted in administering the affairs of the bureau. . . . It lies in this, that our labor reformers . . . have always felt that the bureau should be conducted as a means for agitating or discussing propositions for the amelioration of the condition of the working classes, rather than for the mere collection and presentation of facts. It is just here that we differ, even on questions where I have been in the fullest sympathy with them, and for this reason on my part: If a Bureau of Statistics of Labor presents facts, those facts will show their bearing and constitute the strongest arguments. If the bureau should simply present arguments even with the facts, or use its reports in agitating labor reforms, it becomes an advocate, and necessarily partisan in its views, and could expect to have but little weight attached to its conclusions.

Again, at the fourth convention, held at Trenton, New Jersey, in 1886, a resolution had been presented by Mr. Enos, the Commissioner from California, which sought to put the Convention on record in opposition to Chinese immigration. It was not adopted. but, after it had been disposed of, Colonel Wright said:

Our business is to collect information which shall bear forcibly and emphatically upon the conditions of labor, and which shall tend to enlighten the public in regard to those conditions; but the moment the convention puts itself in the position of urging upon Congress or upon the legislatures of the States in which the various bureaus are situated, the enactment of any laws, however beneficent those laws may be, the convention puts itself in the position of a body of advocates, in contradistinction to the position of investigators. . . .

To all these questions there are two sides, and one session of our convention may be called upon to pass resolutions memorializing Congress to adopt a certain measure, and the next . . . to advocate the reverse. In either case the convention transcends its peculiar province as a body of investigators.

The fifth convention met at Madison, Wisconsin, in 1887. In his opening address, Colonel Wright returned to the subject of non-partisanship in bureau administration. He said:

I have often pointed out to the members of this Convention the dangers which may arise should the bureaus become the object of political contest; that is, should they be considered by the State governments under which they act as places for ordinary political service. Nothing can be more detrimental to the permanent uses for which the bureaus have been established. Let it be granted, if you wish, that they have been established in accordance with the demand of labor alone; let it be granted, if you wish, that they have been organized for scientific purposes; or let it be granted that they have been organized that capital may learn all the conditions of labor; what has all this to do with the legitimate work committed to our charge? It is our bounden duty to see to it that nothing goes to the people that is not absolute truth, so far as it lies in our power to give the truth. In this lies the key-note of the success of the bureaus. And it is a matter of congratulation to be able to say that notwithstanding the attitude of the executives of the different States to the bureaus, in so far as they may have in any instance considered them as the spoils of office, the gentlemen who have occupied the chief positions in these bureaus have been content to serve the best interests of the people without regard to their political proclivities and without regard to the fact that they may have been appointed for political purposes. . . .

At this convention Colonel Wright also alluded to the distinction between the bureaus in America and the departments devoted to official statistics in Europe. He pointed out the peculiar conditions under which the American bureaus were operating, and the necessity of establishing a high standard of official duty. He said:

The European statistician, trained in the schools for his work, skilled by his experience for the very best accomplishments, has not yet devoted much attention to the line of investigations which are specifically the province of our bureaus. He has devoted himself to the movements of population, to the statistics of life; but he has not yet gone into the vital questions which grow out of the progress of industrial organization; he has not had the facility of governmental protection and stimulation, nor has he had the benefit of the great intelligence of the masses which comes from free educational custom. These give the American bureaus of labor an advantage over the governmental bureaus of statistics of European States. Our field is a broad, open one; our functions are of the most important character, and our services, our consciences, our abilities should be bent in the direction of exploring these broad fields in the most careful and accurate manner.

The seventh convention met at Hartford in 1889. There were then twenty-one bureaus in operation, besides the department at Washington. The progress that had been made deserved recognition, but the wider Colonel Wright's experience became the more he was impressed with the limitations of the work and the deeper moral responsibility he felt regarding it. This is shown in the following:

Let me call your attention to the progress of the work of the bureaus of labor statistics in the United States; to the greatly increased interest which the work of these bureaus commands from all parts; to the support given to it by the manufacturers and workingmen; and to the confidence which the results of our labors inspire among all classes. These results are making actual contributions to political and economic science. The bureaus are not solving great labor or economic problems, but they are contributing most important information and presenting it without bias. It is not our business to seek or offer solutions; it is our business to collect information and present it impartially and fearlessly to the public. But the work in which we are engaged is surrounded by a great many difficulties. The limitations of the statistician's peculiar province are so great that after a wide practical experience, extending over sixteen years, I am sometimes somewhat discouraged. Our business is then, and under such circumstances, to do the best we can, and give nothing to the public but what has a sound and solid basis.

At Philadelphia, in 1891, Colonel Wright, addressing the eighth convention, mentioned the establishment of certain foreign bureaus or departments of similar character, and referred to the influence of the American offices upon them, as follows:

There is no bureau in the old world that can accomplish what the most poorly-equipped bureau in our convention can accomplish. England created, a few years ago, a Correspondent of Labor, connected with the Board of Trade, one of the cabinet offices of the British Government. . . . There is not an office represented here to-day so poorly equipped as is that which stands for the "Bureau of Labor" of Great Britain. Belgium has established a Bureau of Labor which is doing most excellent work, but it also lacks equipment. The French Government is about to create a Commission of Labor, and is studying the work of the bureaus in the United States to see how best to carry on the service it will be called upon to perform; I believe . . . it will accomplish more than either of the other creations in Europe. . . . I assure you that foreign statisticians and foreign students of economic questions are very carefully following the work of our bureaus. . . . These gentlemen abroad are seeking the work of the American bureaus not only for standards for their own work, but as . . . suggestions as to what they should do themselves.

Ten years later the British, French, Belgian, and Austrian governments, as well as those of New Zealand, New South Wales, the Dominion of Canada, and the Province of Ontario had followed the example of the United States in establishing Departments of Labor, adopting the essential features of the American plan. To this result the reports of Colonel Wright, his methods of work, and in many cases his personal advice had contributed. In 1902, in opening the eighteenth convention at New Orleans, he was able to refer to the Departments of Labor abroad, then established upon a permanent footing, in the following words, which recognized the influence of the American bureaus and at the same time were intended to bring to his colleagues a needed word of encouragement:

I am sure that this great chain of European statistical offices would not have been established or completed had not the work of the State bureaus of the United States been fairly successful. . . . While your own people in your respective States may sometimes criticise you, and may sometimes ask what is the worth of the work you do, rest assured that it is appreciated in other countries.

His own direct connection with the work was drawing to a close. He resigned his position as Commissioner of Labor in 1905. The twenty-first annual convention of Chiefs and Commissioners, or, as it was then called, of Officials of Bureaus of Labor Statistics of America, was held at San Francisco in September of that year. Be-

sides the Department of Labor and the Census Office at Washington, the Department of Labor of the Dominion of Canada and the Bureau of the Province of Ontario, there were then thirty-three State bureaus connected with the Association. The seed sown in Massachusetts in 1869 had borne fruit. Colonel Wright, acting under the advice of his physician, was unable to attend this convention, but sent to it, in manuscript, an address which was read by the Secretary. It was, in a sense, his valedictory. He said:

I shall never cease to regret my inability to be with you on the occasion of our convention. Rest assured, my absence is not due to any personal desire, but to conditions which I cannot overcome.

I have been with you and your predecessors at every meeting of the Association but one, and have experienced your and their cordial support in presiding at all conventions but three since its formation.

He then reviewed the official events of the twenty-two years during which the Association had existed, and continued:

When it is considered that the life of the Association has extended over a period of the most marvelous industrial development the world has ever seen, and in a country that has outstripped all others in that development, and which covers what may be called the great era of strikes and labor controversies, the development of labor organizations, the complicated and ever-increasing economic and social problems, the vast influx of immigrants, the questions of taxation and the multitude of theories advanced on all hands for the solution of prevailing problems, it seems to me that the Association has conducted itself with great discretion, dignity, and wisdom. It is so easy to be led away by plausible arguments and to feel the necessity of endorsing some proposed scheme, that we are to congratulate ourselves that we have not been so led away, but have persevered in the distinct and legitimate work of the Association. But this is true of the individual bureaus as well as of their representatives in convention assembled. Every report that has come out of the bureaus,—and they now aggregate over 600 volumes,—I have carefully scanned on its receipt, and I remember but very few instances, probably not half a dozen in all that vast number of works, where a Commissioner has taken it upon himself to argue for or against any special or prevailing theory. The Commissioners have been content to conduct their investigations with the sole view of arriving at the facts, and then systematizing and publishing them. The conclusion that, during all the industrial turmoil covering the existence of bureaus of statistics of labor in the United States, they have constantly gained in public confidence, cannot be avoided.

After pointing out some of the salient features of the different conventions he left with his colleagues these final words, his last official utterance as a member of the Association:

I know of no greater crime than that of falsifying statistical returns. You, gentlemen, need no warning in this respect. You all understand it. You come to your work perhaps through political influence, perhaps as a reward for political labor, perhaps as a friend of the executive who wishes to do you a favor, but I have found this: that no matter what motive led to the appointment of the commissioners of labor, they have, with one or two exceptions, seen at once the sacredness of the duty and service committed to them. This has been an inspiration to me, but there has been a greater inspiration. . . . Our membership has represented all shades of political thought, of social and industrial and economic theories. . . . Yet you cannot find a single instance, through the whole twenty sessions of the past, when debates have been in the slightest degree acrimonious, or where there has been a single expression of ill-feeling or ill-will. . . . We have always met in the most fraternal spirit, discussed methods and kinds of work presented to our views fearlessly, but always recognizing the independence and equality of all other members. I do not believe this statement could be made of many associations with such varied complexions. We have never had any political differences. We have met in the North and in the South, in the East and the West, and no semblance of a sectional spirit has ever been displayed. We have not been great men perhaps, but we have recognized the one duty before us and attended to it. . . .

In parting with you officially let me assure you that my own interest in the work of the Association, in the work of each of your bureaus, will continue, and I shall hope to be with you at times to renew old associations, to become acquainted with new Commissioners, and to keep in touch with the statistical work of the country. . . . You have a grand mission to perform and you appreciate the responsibilities placed upon you. . . . Statistical investigations are in their infancy. The methods of statistics will become more scientific, more analytical, results will be reached that are not now comprehended, co-ordination will succeed confusion and chaos, classifications will be broader and more far reaching; in all these things you perform your part.

No one knew better than the members of that convention how much Colonel Wright's personal influence, — his tact and intellectual poise, — had contributed to the harmony which had marked the annual meetings during the twenty-two years that had passed since the little group of officials assembled in Columbus in 1883. No one appreciated more fully than they how much his advice had aided in

holding the bureaus to a high standard, and how much the work of statistical investigation in the United States had profited by his example, and by the fruits of his experience, freely shared with his colleagues. He alone, among those then connected with the Association, had served continuously since it was organized. His official life since he accepted appointment at the head of the Bureau in Massachusetts had continued thirty-two years. From the establishment of the Massachusetts Bureau down to 1905, one hundred and seventy different persons had held the position of head of a bureau, either designated as Commissioner or Chief or by an equivalent title. Hardly one of them had entered upon his work without in some way availing himself of suggestions made by Colonel Wright. With practically all of them he had had personal relations growing out of their official position. Only ten of the whole number had served ten years or more. At the date of this twenty-first convention, the Commissioner in Maine had served eighteen years, but, with this exception, there were but ten men in charge of bureaus in the United States who had been in office five years. Four of these had served eight years and two six years. With such brief tenure of office on the part of those administering the bureaus, the importance of Colonel Wright's influence is apparent.

Before the convention adjourned the following resolution was adopted:

Whereas: The Hon. Carroll D. Wright, for twenty years the United States Commissioner of Labor, and covering a period of twenty years the President of this Association, has retired from the field of statistical work to take up important duties in the field of collegiate education; and,

Whereas: He has been one of the foremost pioneers in the field of labor statistics, and has won an international reputation in this domain of work; and,

Whereas: To the example he has set and to the efforts he has made in its interest this Association owes much of its usefulness and success; therefore,

Be it resolved, That the Association of Officials of Bureaus of Labor Statistics of America, in convention assembled, at San Francisco, take this occasion to record the high professional and personal esteem in which its members hold the Hon. Carroll D. Wright, the sense of loss they feel at his retirement from the common field of labor, the deep appreciation of the debt they owe him for his long and untiring labors in the interests of this Association, and for the inspiration he has been to them in their work of statistical investigation.

XIV.

During the last years of Colonel Wright's connection with the Department of Labor the disease which finally overcame him was gradually making the performance of his work more difficult. He fought bravely, and for the time succeeded in keeping it at bay. Meantime the change in organization whereby the Department became a bureau under the Secretary of Commerce and Labor restricted, in theory at least, its independent action. To Colonel Wright, had he remained at its head, this would probably have made little difference, but it became possible to return to Massachusetts under exceedingly congenial conditions. The trustees of Clark College, in Worcester, were preparing to organize that institution, and they tendered the presidency to Colonel Wright. Upon deliberation he accepted, engaging in the preliminary work while still remaining in Washington, and after his resignation of the Commissionership of Labor in 1905 devoting himself entirely to his new duties.

Clark College was established by the will of the late Jonas G. Clark, of Worcester, under conditions somewhat different from those of other collegiate institutions. It was Mr. Clark's belief that the average student might materially shorten his college course without injuriously affecting his preparation for his life work. He therefore provided a foundation for a college which should offer to young men a regular three years' course of instruction leading to the degree of Bachelor of Arts. Out of his great wealth he also provided for a university, and this was put in operation before the college. But the separating line between the university and the college was sharply drawn. Each institution had its own funds, its own president and faculty. The opportunity was open to develop the college and the university side by side with perfect harmony and yet independently.

The scheme of a three years' course leading to a degree was not in itself novel, provision having been made in other colleges for conferring this degree upon students who were able to cover the four years' requirements in the shorter time. But Clark College was to be a regular three-year institution, and was to offer only the Bachelor's degree. It was to start unhampered by traditions that might interfere with this plan. It possessed an endowment sufficient for its needs, regardless of tuition fees, and therefore need not fear to decline to

receive or to retain students not up to its standard. This, and other distinctive features, seemed likely to attract to it a body of earnest students. In the words of its catalogue, "This college desires to attract only men of worth. It is not solicitous as to the number of students it receives or the number it retains, and it is its constant practice to require the withdrawal of men who make plain their inability or disinclination to do the work set before them." In short, to quote again, "Clark College might be described as a hard-working academic democracy. There are no social distinctions and no class enmities. A general feeling of good fellowship prevails among the students themselves and between students and faculty. Such an environment fosters friendly competition and keen intellectual enthusiasm. It establishes a standard of honest endeavor, gentlemanly conduct, and loyalty to obligation."

This was a programme, not an accomplished fact, when Colonel Wright went to Worcester, but he was in entire sympathy with the scheme. To make this ideal real he devoted the few remaining years of his life. The time, although short, was sufficient for him to impress his individuality upon the college. With untiring energy, working often beyond his strength, fighting against odds with unabated courage, he gave himself to the details of organization. His plans were not completed when he was called upon to lay down the burden, but Clark College was an entity not merely a dream, and it had found an established place among the educational institutions of which the Commonwealth is justly proud. It was a matter of regret to him, as he found the end approaching, that he had not quite realized his hopes; that some things still remained undone. But to one of Colonel Wright's temperament this regret would have remained had the time of passing been longer delayed. His ideal was always in advance of his achievement, however honorable his achievement may have seemed. While at Clark College, Colonel Wright accepted appointment upon the State Board of Education, remaining a member until his death.

XV.

Colonel Wright had received various appointments to lecture upon statistics and social economics during his long official service in Washington, not only upon the lecture platform but in connection with college courses; and he was a frequent contributor to periodicals,

writing upon subjects connected with his work. The lectures upon the factory system at Harvard, 1881, have been mentioned. He afterward lectured upon statistics of labor at Johns Hopkins, the University of Michigan, the Northwestern University of Illinois, and again at Harvard. He was honorary professor of social economics at the Catholic University of America, 1895 to 1904; professor of statistics and social economics at Columbian (now George Washington) University, after 1900; and, besides the presidency of Clark College, held the professorship of statistics and economic science in Clark University from 1904. He was a member of the American Unitarian Association, its president during the years 1896-1899, and prominently identified with its denominational and educational work. He was a member of many learned societies, including the American Statistical Association from 1876 (its president from 1897, until his death); fellow of the American Association for the Advancement of Science, from 1892; member of the American Antiquarian Society, from 1893; and of the Washington Academy of Science. He was a trustee of the Carnegie Institution from its foundation in 1902. The foreign learned societies with which he was connected include: the British Economic Association, from 1891; the Royal Statistical Society of England, from 1893; the Society of the Friends of Natural Sciences, Anthropology and Ethnography at the Imperial University of Moscow, from 1904; the International Association for Comparative Jurisprudence and Political Economy, Berlin, from 1897; corresponding member of the Institute of France, from 1898; honorary member of the Imperial Academy of Sciences, Russia, from 1898.

He received the following honorary degrees: A.M., Tufts, 1883; LL.D., Wesleyan, 1894; Clark University, 1902; Tufts, 1902; Amherst, 1905; Ph.D., Dartmouth, 1897. He was a member of the Military Order of the Loyal Legion, had received the Cross of the French Legion of Honor, and was a Chevalier of the Order of Saints Lazzaro and Mauritz, Italy.

Besides his contributions to periodical literature he had published several volumes. A bibliographical list of his principal writings may be found in the Quarterly of the American Statistical Association for September, 1909; new series No. 87.

XVI.

Colonel Wright's life aptly illustrates the truth that the things men accomplish, which really count, are often not those they set out to do with deliberate intention. He fitted himself for the practice of the law, and, with natural graces of oratory and a distinguished and magnetic personality, entered political life with prospects of going far in that direction. But it was neither at the bar nor in the field of partisan politics that he was destined to expend the energy and talent with which he was so richly endowed. With no particular love for statistics, he was nevertheless to devote the best part of his life to their collection and interpretation. With no prior attraction to the problems of labor and capital, it was to him, more than to any man during the strenuous last quarter of our most strenuous industrial century, that men were to look for a wise solution of those problems. He won an international reputation for honesty of intention and fullness of achievement in the field of sociological investigation beyond that of any other man. His conclusions were sometimes questioned, but no one could ever fairly question the integrity of his methods.

With high endeavor he gave the best service of which he was capable in the ever-widening opportunities of usefulness that came to him. The course that opened before him he followed with energy and singleness of purpose, although in a different direction from that he would have chosen at the beginning. Whether as statistician, sociologist, or economist, Colonel Wright was an ethical teacher. His best work was educational, along ethical rather than coldly intellectual lines; and the service he was more or less unconsciously performing, whether in Massachusetts or in Washington, whether regarded in its bearings upon the special interests involved, in its effect upon the public to whom he made his wider appeal, or upon the young men who finally came within the sphere of his influence, was essentially the service of an ethical teacher.

That part of his work which will probably live longest will not be the expansive volumes which contain the results of his elaborate statistical investigations, valuable as these may be, but the papers and various addresses through which he sought to give an ethical interpretation to the trend of social progress. No one can measure the indirect influence which his words have had and will continue to

have in modifying or in inspiring the teaching of others — clergymen, professors, and students of social problems. This indirect influence of his life, very great because of the authority with which he spoke, and because of the various channels through which he was able to direct its course, is undoubtedly his most enduring monument.

His success was largely due to certain qualities which would have made him distinguished in the law. He could always see both sides of an issue and determine a controversy with judicial fairness. Neither a trade unionist nor a capitalist, he had the power of distinguishing the elements of justice in the conflicting claims of each, and of adjudicating their differences, so as to bring the contestants together on a platform of reciprocal relations. He could make the capitalist see the good points in unionism, or the unionist recognize that the capitalist was not necessarily his enemy; and in addressing the general public he was able to present the phases of the conflict in such a light as to win a large measure of sympathy for the contentions of labor without exciting that animosity against capital which is, unfortunately, too easily aroused. Without the slightest sacrifice of principle he was a peacemaker, founding his appeals on ascertained facts, and upon the sentiment of human brotherhood that lies at the heart of Christianity, rather than upon *a priori* economic theory.

He was called an optimist but his optimism was supported by a faith strengthened, no doubt, by his early training, but in large part due to his temperament. This faith gave to every utterance of his a hopefulness quite unusual in current economic discussion. Upon points of dogmatic theology he had little to say, but he believed firmly in the essentials of practical religion, and few men in dealing with the difficult social questions that in one form or another engaged his attention, could so carry to the mind of the man or woman of ordinary intelligence the conviction that such questions have no other solution than through the application of these essentials in life. He never lost courage under the discouragements that are inseparable from the vicissitudes of life, and he inspired courage and enthusiasm in others. Few men had a wider range of acquaintances than he, a more magnetic personality, or a greater power of attracting and holding friends. He was also a good judge of men, of their capacity for work, of their qualifications for especial duties. He drew around him from time to time efficient aids, from the colleges or from the ordinary walks of life, selecting with keen discernment the kind of man required for the

particular work in hand, and promptly acknowledging the services rendered by his official staff.

When Colonel Wright was appointed Chief of the Massachusetts Bureau, in 1873, a newspaper correspondent of high reputation, who, being long dead, need not be named, wrote to his paper as follows:

The appointment of Carroll D. Wright as Chief of the Labor Bureau is the strangest piece of blundering, almost, that I ever heard any of our governors to be guilty of. . . . His appointment will probably complicate the existing difficulties of the Bureau with those who are interested in labor questions. . . . I should say, that if his excellency had chosen by lot out of all persons who would probably be named, he would not have made a worse selection, under the present circumstances.

The result could not have been foreseen by Governor Washburn, but during his administration he did no better thing for the Commonwealth and for the Nation than to make the appointment thus criticised. Measured by the fruits of the life now ended the statement of the correspondent shows the futility of human prophecy and the weakness of human judgment.

Colonel Wright died in his prime, still in harness, sparing nothing of himself from his work, when to spare might have meant prolongation of his days. Yet he lived long enough to see firmly established the institutions he had upbuilt and the theories for which he had contended. His ashes lie in the peaceful Laurel Hill Cemetery at Reading, the town in which he began his married life, where his two children, Cornelia E. (Wright) McPherson and Grace D. (Wright) Capen, who, with his wife, survive him, were born, and where he lived until his removal to Washington. For this town, and for his old friends and neighbors, he retained a warm regard, and for many years he cherished anticipations, never realized, of returning to them. Not far away is his former home, now materially changed by the inroads of trade upon the main street of the town; and, near it, the church to which he was devoted when in residence there. The grave is marked by a simple memorial of granite, bearing no inscription other than his name and the date of his birth and death. Against the statement of the newspaper correspondent quoted above may be placed another, written of him by Theodore Roosevelt, to which many others who knew Colonel Wright would, with full hearts, subscribe: "He was a public servant of the highest type. I mourn him as such, and I mourn him as a personal friend."

ADDRESS OF REV. SAMUEL A. ELIOT, D.D.,

DELIVERED AT THE FUNERAL SERVICES OF

CARROLL D. WRIGHT,

IN THE CHURCH OF THE UNITY, WORCESTER, FEBRUARY 24, 1909.

We have often been told that we Americans are interested only in money getting; that we worship no God but the God of the market place; that we pay our homage primarily to men with large powers of acquisition. How utterly false is that estimate of the American spirit! This gathering, representative of the best life of the Commonwealth, testifies to the fact that what Americans primarily honor is public serviceableness.

What a rich and varied life it was! How many the points of contact with the crowded activities of an eventful age! What rare adaptation to a career of manifold usefulness! What rounded completeness of achievement! Other friends we have had who attracted us through some peculiar gift or faculty, or the possession of some special virtue, but in Colonel Wright it was the whole individual that won our love and admiration. Here was a man who took life in a large way, unvexed by disappointments, unspoilt by successes, giving wholesome energy to many enterprises. The champion of many good causes he escaped the narrowness that comes from devotion to a particular cause.

I cannot begin to enumerate all the duties done or trusts discharged or honors modestly worn. Soldier, lawyer, teacher, head of the Massachusetts Bureau of Statistics of Labor, United States Commissioner of Labor, Director of the Eleventh Census, arbitrator of industrial disputes, author and lecturer, officer and trustee of many educational, philanthropic, and religious institutions, college president. In almost all of the many different occupations in which he engaged he began at the bottom, doing his duty in a humble place, and by proved capacity rose to the top. A boy of twenty-one, he enlisted as a private in the army of the Union and came out at the

end of the war the colonel of his regiment. He began teaching in a district schoolhouse and ended a college president. He began professional life as a boy in a lawyer's office and rose to be our most distinguished economist and statistician. The son of a New England country minister, he began his connection with religious affairs at the very entrance of the Sunday-school and he ended as the president of a great national conference.

In domestic or professional life, in civil, military, educational, and religious affairs he displayed the same consistent traits of mind and heart. He was honorable and true, just and generous. He had firm convictions and moral courage. The armor of his honest thought sufficed to shelter him from the seductions of mere conformity. His tastes were democratic, his speech plain, his sense of humor keen, his temperament optimistic. He hated bigotry and hypocrisy and was readily won by sincerity and directness. His spirit was that of consecration to duty without saying much about it.

From the mere passing impression which he made on casual acquaintances one discovered the sterling quality and symmetry of his character, his rational confidence in American institutions, and the abiding sense in his soul of the reality of the things which are not seen and eternal. Devotion to the public good and obedience to the call of his country were his distinguishing characteristics. His public life was long and unblemished, and the confidence of the Nation rewarded his unmistakable devotion to the public welfare. His career afforded to his powers large opportunities for exercise, growth, and successful activity, yet he never thought of himself more highly than he ought to have thought, but judged himself by a standard higher than that to which he achieved. He saw things in right proportions. He was always willing to hear the opinions of others and able to defer making up his mind until a case had been thoroughly presented. That which he knew himself capable of doing he was honorably anxious to do and to all his tasks he brought unflinching tact and good temper and great executive ability.

In public office it is impossible to overestimate the efficiency which he put into what seemed the common round of daily duty. His time was elastic and seemed always to stretch to new demands. He was a wise administrator, a conscientious trustee of public powers, an enlightened friend of business methods and of the principles of

civil service reform, believing in appointment and selection by merit, in tenure during competency and good conduct, and in promotion for cause. No suspicion of self-seeking could ever rest upon him. His integrity was something more than honesty. It was the explicit utterance of whatever thought or feeling any other person had a right to know. He assumed nothing on the score of public place. Humanity meant to him more than its differences. He met people, rich and poor, high and humble, on common ground. His whole social influence and his intercourse with all sorts and conditions of men tended toward a leveling upward, the raising of the grade of those who came in contact with him. He believed in the American people and had a genuine, thoughtful regard for his fellow-men. His habits were those of perpetual industry and a careful economy of time. It will be found that the portion of his life-work which had not a direct reference to the well-being of his fellow citizens was surprisingly small.

As a statistician he was our highest authority. A competent statistician requires four gifts of nature. First, accuracy, a desire for the exact truth which grudges no time and pains in tracing facts; second, discernment, which can discover in isolated facts the basis for some judicious generalizations, or the illustration of a principle; third, patient judgment, which subjects all inferences and generalizations, both one's own and other people's, to searching review and weighs their validity in delicate scales. Some men are quick in observation and fertile in suggestion whose conclusions are worthless, because they cannot weigh one argument against another. Others, while honest and careful, are unable to combine facts and set forth principles. To accuracy and keen observation and sound judgment Carroll Wright added the fourth indispensable quality, — the gift of expression. He could make pallid facts spring into vivid life. He could turn sight into insight.

There have been economists who were equally prolific and perhaps more learned, some whose accuracy was as scrupulous and whose judgment was as cautious, but none in whom so much knowledge and so wide a range of interest were united to such power of presenting the results of investigation in such pictorial form. The combination of the gift for patient and impartial research with the gift of readable exposition is rare.

To the presidency of Clark College he brought broad experience and a restless energy combined with genial sympathies. He exerted discretion in the selection of teachers, upheld them in their influence and authority, made himself a beneficent friend among the students, stimulating their intellectual efforts and their moral purposes and making them feel that they had in him a cordial well-wisher who would never fail in their need to give them his countenance and aid. He did not pretend to possess deep or varied learning on subjects outside of his own field of research, but he made up for this lack by practical common sense and unusual ability to understand human nature.

In his home and in his social relations he was a man to be rejoiced in and to take pattern from, and while none failed to do him honor he was most loved where he was best known. He was a man of many friends, always kindly, tolerant, attractive, and his attachment to those he honored with his friendship was strong and unchanging. He was a charming companion and could gather from his varied experiences many an enlivening anecdote, for though he was a man who took life seriously there was always a wholesome and cheerful tone about his ways and his conversation.

We who were made glad by his fellowship may rejoice to-day to remember the virtues that grew with his growth and strengthened with his strength, the posts of usefulness and honor met and filled with fidelity, the good causes sustained and guided with prompt and intelligent devotion, the years of successful industry in public life and of manly tenderness in domestic relations. That path of service has no ending. In the maturity of his powers his earthly career has been arrested, yet is the message to us still a message of abundant life. His very going may have power to waken in our minds a deeper sense of the blessings we enjoy in a free land and a free church and of the obligation of public-spirited service and private honor which rest upon us. He has left us the inspiration of that which the grave cannot enclose nor death itself disintegrate, — the solid substance of a firm-knit character. May our mourning be turned into prayers of gratitude for the life lived so long and so nobly with us, the life of good comradeship, useful activity, broad humanity, and sincere and simple Christian faith.

